

Minutes of a meeting of the Employment Committee held at County Hall, Glenfield on Thursday, 5 March 2015.

PRESENT

Mr. J. B. Rhodes CC (in the Chair)

Mrs. J. Fox CC  
Mr. D. Jennings CC  
Mr. J. Kaufman CC

Mrs. H. E. Loydall CC  
Mr. R. J. Shepherd CC  
Mr. E. D. Snartt CC

36. Minutes of the previous meeting.

That the minutes of the meeting held on 4 February 2015 be confirmed and signed subject to minute 31(i) being amended to read as follows:-

*31 (i). Following agreement at national level in November 2014, on a fifteen month pay award of 2.2%, effective from January 2015 to March 2016, it was agreed to implement this and the non-consolidated lump sum for employees up to grade 14, in January 2015.*

37. Question Time.

The Chief Executive reported that no questions had been received under Standing Order 35.

38. Questions asked by members.

The Chief Executive reported that no questions had been received under Standing Order 7(3) and 7(5).

39. Urgent items.

There were no urgent items for consideration.

40. Declarations of interest.

The Chairman invited members who wished to do so to declare any interest in respect of items on the agenda for the meeting.

Mrs Fox CC, Mr Jennings CC, Mrs Loydall CC and Mr Shepherd CC declared a personal interest in relation to agenda item 6 as recipients, or were relatives of recipients of a teacher's pension.

41. Pay Policy Statement.

The Committee received a report outlining the Council's Pay Policy Statement 2015/16 for submission to the County Council. A copy of the report, marked 'Agenda Item 6', is filed with these minutes.

Arising from discussion members were advised as follows:-

- (i). There were approximately twenty employees under Soulbury conditions of service, the majority of whom were education psychologists;
- (ii). The Assistant Director advised that the wording relating to the Council's discretionary approach to retirement benefits would be re-drafted for the final Pay Policy statement;
- (iii). The pay award agreed in February was weighted towards those on lower pay scales, and as a result the number of employees on a wage lower than the living wage had decreased.

RESOLVED:-

That the County Council be recommended to approve the Pay Policy Statement 2015/16.

42. Chief Officers Pay Settlement.

The Committee considered a report outlining the action taken by the Chief Executive in implementing a pay award for employees covered by the Joint Negotiating Committee for Chief Officers (i.e those on grades 18 – 21). A copy of the report, marked 'Agenda Item 7', is filed with these minutes.

RESOLVED:-

That the action taken by the Chief Executive in implementing a pay award for employees covered by the Joint Negotiating Committee for Chief Officers be noted.

43. Organisational Change Policy and Procedure: Summary of Action Plans.

The Committee considered a report of the Chief Executive which presented a summary of current Action Plans which contained provision for compulsory redundancy and details of progress in their implementation. A copy of the report marked 'Agenda Item 8' is filed with these minutes.

The Committee was advised that the closure of Kegworth Community Centre had taken place in January 2015, and this would be reflected in the Action Plans submitted to the next meeting.

RESOLVED:

That the summary of current action plans which contain provision for compulsory redundancy and details of progress in their implementation be noted.

44. Date of Next Meeting.

The Committee noted that the next meeting would take place on Thursday 18 June 2015 at 10.00am.