

**MINUTES  
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

**Wednesday 23 March 2016**

Councillor Alex Scroggie (Chair)

Present:	Councillor Emily Bailey	Councillor John Parr
	Councillor Tammy Bisset	Councillor Muriel Weisz
	Councillor Paul Feeney	Councillor Paul Wilkinson
Unison:	Alan Green	Gill Morley
	Alison Hunt	

Officers in Attendance: D Archer, L Parnell and H Barrington

**38 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.**

Apologies for absence were received from Sean Redgate (GMB).

**39 DECLARATION OF INTERESTS.**

Officers present, with the exception of the Director of Organisational Development and Democratic Services, had an interest in the review of Council pay levels.

**40 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.**

None.

**41 EXCLUSION OF PRESS AND PUBLIC.**

**RESOLVED:**

That, the Members being satisfied that the public interest in maintaining the exemption outweighs the public interest in disclosing the information that under Section 100(A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting during the consideration of the ensuing reports on the grounds that the report involves the likely disclosure of exempt information as defined in Paragraphs 1 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

**42 CLOSURE OF CONSULTATION - REVIEW OF COUNCIL PAY LEVELS**

Councillor Bailey arrived at the meeting.

The Director, Organisational Development and Democratic Services, presented the report, which had been circulated prior to the meeting, and provided Members with additional consultation responses which had been received following publication of the agenda.

The Director drew Members attention to changes to the original proposals, arising from consultation, in relation to the introduction of a performance and pay scheme and the banding of Service Managers.

Members expressed concern in relation to the introduction of a mechanism to reduce Service Manager pay through the performance and pay scheme and asked that those concerns be considered by Officers and presented to the Appointment and Conditions of Service Committee.

Members also asked that further consideration be given to providing clarity to Service Managers in relation to flexible working arrangements prior to the removal of the flexi-time scheme.

Assurances were given that the Chief Executive would meet with Service Managers and the Senior Leadership Team to give clarity about the general expectations of Service Managers and how the principle of management of time will be applied to them.

**RESOLVED:**

To recommend the report to the Appointments and Conditions of Service Committee and ask that the Committee's concerns in relation to the clarity of flexible working arrangements and the proposal to introduce a mechanism to reduce pay through the performance and pay scheme be considered by the Appointments and Conditions of Service Committee.

The meeting finished at 6.35 pm

Signed by Chair:  
Date: