

**MINUTES  
APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

**Wednesday 19 December 2018**

Councillor John Clarke (Chair)

Councillor Michael Payne	Councillor Kevin Doyle
Councillor Chris Barnfather	Councillor Marje Paling
Councillor Bob Collis	

Apologies for absence: Councillor Michael Adams

Officers in Attendance: K Bradford, D Archer and A Dubberley

**15 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.**

Apologies for absence were received from Councillor Adams.

**16 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 10 OCTOBER 2018.**

**RESOLVED:**

That the minutes of the above meeting, having been circulated, be approved as a correct record.

**17 DECLARATION OF INTERESTS.**

None.

**18 PAY POLICY STATEMENT**

The Service Manager Organisational Development presented the Pay Policy Statement and method of implementation for referral to Council.

**RESOLVED to:**

- 1) Approve the proposed Pay Policy Statement and method of implementation and;
- 2) Recommend the referral of the Pay Policy Statement to Council for adoption and for subsequent publication on the Council's website.

**19 PAY POLICY- DISCUSSION DOCUMENT**

The Service Manager Organisational Development introduced a report, which had been circulated prior to them meeting, giving comparator data to identify any risk relating to pay and reward.

**RESOLVED:**

To note the report.

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

None.

**21 EXCLUSION OF PRESS AND PUBLIC**

**22 APPLICATION OF NATIONAL PAY POINT CHANGES TO LOCAL PAY**

The Service Manager Organisational Development introduced a report, which had been circulated in advance of the meeting, informing members of comments received from the Joint Consultative and Safety Committee and a way forward for the implementation of national pay point changes to local pay.

**RESOLVED to:**

- 1) Adopt the revised local pay scales as shown at Document 3 in the report including the payment of a supplement for one year to any employee currently paid at old SCP25 or 26 to ensure that a 2% pay award is applied.
- 2) Agree the revised method of transitioning employees from old to new spinal column pay points as detailed in Document 2 in the report; and
- 3) Confirm the application of the timetable for implementation.

The meeting finished at 2.25 pm

Signed by Chair:  
Date: