

**MINUTES
APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

Monday 4 April 2016

Councillor John Clarke (Chair)

Councillor Michael Payne	Councillor Bob Collis
Councillor Michael Adams	Councillor Marje Paling
Councillor Chris Barnfather	Councillor Colin Powell

Officers in Attendance: D Archer, H Barrington, A Dubberley and J Robinson

47 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

None received.

48 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 17 MARCH 2016.

RESOLVED:

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

49 DECLARATION OF INTERESTS.

None.

50 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

The Chair advised that he had allowed a report of the Chief Executive, which had been circulated prior to the meeting, which proposed a short list of interview candidates for the Committee's consideration relating to the role of Deputy Chief Executive and Director of Finance. The item would be considered as exempt business.

51 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.

52 CLOSURE OF CONSULTATION - COUNCIL PAY REVIEW.

The Chief Executive introduced a not for publication report, which had been circulated prior to the meeting, seeking approval to implement final proposals that had been drafted following consultation with staff and unions on revised pay levels.

After discussion and on the requisition of two Members the motion to approve the recommendations contained within the report was put to a named vote and was carried.

For the Motion

Councillors Collis, Clarke, Paling and Payne

Against the Motion:

Councillors Adams, Barnfather and Powell

RESOLVED to:

- 1) Approve the pay proposals in Section 3 of the report for implementation with effect from 1 April 2016;
- 2) Approve the general principles of the performance related pay scheme for Service Managers, proposed at Appendix C to the report, and agree the option to reduce pay should be retained in the scheme; and
- 3) Support the proposed contractual statement reflecting the Council's position on achieving a practical work/ life balance for those employed under Chief Officer terms and conditions as shown at Appendix D to the report and to ask that the Chief Executive provides general guidance to relevant officers in its application and management.

53 RECOMMENDATIONS FOR INTERVIEW- DEPUTY CHIEF EXECUTIVE AND DIRECTOR OF FINANCE

The Chief Executive introduced a report, which had been circulated prior to the meeting and certified as urgent business by the Chair, seeking the Committee's determination of a shortlist of candidates to be interviewed for the post of Deputy Chief Executive and Director of Finance.

RESOLVED to:

- 1) Confirm the shortlist of candidates to invite for interview for the post of Deputy Chief Executive and Director of Finance; and

- 2) Authorise the Chief Executive to compile a suitable range of interview questions and presentation topic to be used in the final interview process.

The meeting finished at 10.35 am

Signed by Chair:
Date: