

STAFFING AND APPEALS COMMITTEE - MINUTES

Date: Wednesday, 17th December 2014

Time: 2.00 p.m. – 2.45 p.m.

Place: Room 128, Shire Hall, Cambridge

Present: Councillors P Brown, P Bullen, A Dent (substituting for K Reynolds), P Downes, B Hunt, G Kenney, L Nethsingha, J Schumann (Chairman), S van de Kerkhove and J Whitehead

Apologies: Councillor K Reynolds

6. DECLARATIONS OF INTEREST

There were no declarations of interest.

7. MINUTES – 2ND SEPTEMBER 2014

The minutes of the meeting held on 2nd September 2014 were confirmed as a correct record and signed by the Chairman subject to the deletion of “unanimously” in Minute 4.

8. EXCLUSION OF PRESS AND PUBLIC

The Monitoring Officer reported that there had been an omission in the grounds for excluding the press and public from the meeting, which would have helped to have clarified the recommendation. He explained that it should have included Paragraph 4 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended, regarding information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.

During discussion, one Member was of the view that the press and public should not be excluded from the meeting because the item was in the public interest. Others were of the view that staff affected by the Committee’s decision should be informed first before it was made public.

It was resolved that the press and public be excluded from the meeting on the grounds that the agenda contained exempt information under Paragraphs 3 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended, and that it would not be in the public interest for this information to be disclosed (information relating to the financial affairs of any particular person (including the authority holding that information)), and information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.

9. CORPORATE LEADERSHIP TEAM PAY REVIEW 2014/15

The Committee considered a report reviewing its decision taken on 2nd September 2014 in respect of Corporate Leadership Team (CLT) pay and progression for 2014/15.

Attention was drawn to the recommendation detailed in Section 3.1, it was agreed to add for clarity, and Corporate Leadership Team employees, after “employees”.

It was resolved:

To implement Option 1 in respect of Management Band and Head of Service employees and Corporate Leadership Team employees, thereby giving a 1% pay increase from 1st April 2014 and a further 1% from 1st April 2015.

Councillor Hunt put forward a proposal, seconded by Councillor van de Kerkhove, to embargo publication of the decision until 5.30p.m. on 17 December 2014 in order to allow the Chief Executive to inform all affected staff first. One Member felt that the public were entitled to be informed and another felt that there was no need for such a proposal as a ‘gentlemen’s agreement’ should suffice.

On being put to the vote, the proposal was carried.

Chairman