

STAFFING AND APPEALS COMMITTEE - MINUTES

Date: Tuesday, 2nd September 2014

Time: 11.00 a.m. – 12.45 p.m.

Place: Kreis Viersen Room, Shire Hall, Cambridge

Present: Councillors P Brown, P Bullen, E Cearns (substituting for Councillor P Downes), B Hunt, G Kenney, L Nethsingha, J Schumann, S van de Kerkhove and J Whitehead

Apologies: Councillors P Downes, J Reynolds and K Reynolds

1. ELECTION OF CHAIRMAN/WOMAN

It was resolved that Councillor Schumann be elected Chairman of the Committee for the municipal year 2014-15.

2. ELECTION OF VICE-CHAIRMAN/WOMAN

It was resolved that Councillor Nethsingha be elected Vice-Chairwoman of the Committee for the municipal year 2014-15.

3. DECLARATIONS OF INTEREST

There were no declarations of interest.

The Committee was informed that as required by Part 4.4 – Committee and Sub-Committee Meetings, Section 19 – Appointments to Committees, of the Council's Constitution, Councillors Kenney and Schumann had been appointed to the Committee since the meeting of full Council on 13 May 2014.

4. EXCLUSION OF PRESS AND PUBLIC

It was resolved that the press and public be excluded from the meeting on the grounds that the agenda contained exempt information under Paragraph 3 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)).

5. CORPORATE LEADERSHIP TEAM PAY REVIEW 2014/15

The Committee considered a report detailing recommendations made in respect of Corporate Leadership Team (CLT) pay and progression for 2014/15, Strategic Management Team's (SMT) decision in respect of Management Band and Head of Service pay arrangements and an option of paying the national offer of 1% to National Joint Council (NJC) employees.

It was resolved unanimously:

to endorse the payment of the 1% as an interim position, whilst the national pay award was resolved, with a commitment that the difference would be

applied if the National Employers Offer did increase before the negotiations were finalised.

It was further resolved:

- (i) to endorse the recommendation from SMT that a 1% pay award be applied to Management Band employees and Heads of Service for 2014/15.
- (ii) approve a 1% cost of living award to be applied from the 1 April 2014 to Corporate Leadership Team pay;
- (iii) not apply one off consolidated payments; and
- (iv) not apply development points.

The Chief Executive asked Committee Members to allow him to share the news with staff before releasing it to the public which was supported by the Committee.

Chairman