

## **STAFFING AND APPEALS COMMITTEE - MINUTES**

**Date:** Tuesday, 27th October 2015

**Time:** 2.00 p.m. – 3.00 p.m.

**Place:** Kreis Viersen Room, Shire Hall, Cambridge

**Present:** Councillors B Ashwood, D Brown (substituting for W Hunt), P Brown, P Bullen, D Giles, G Kenney, J Palmer (substituting for A Dent), P Reeve, J Schumann (Chairman), and J Whitehead

**Apologies:** Councillors A Dent and W Hunt

The Chairman welcomed Gillian Beasley, the Council's new Chief Executive, to her first meeting of the Staffing and Appeals Committee.

### **42. DECLARATIONS OF INTEREST**

There were no declarations of interest.

### **43. MINUTES – 23RD SEPTEMBER 2015**

The minutes of the meeting held on 23rd September 2015 were confirmed as a correct record and signed by the Chairman subject to the replacement of "A Member" in Minute No.39 with Councillor Bullen.

### **44. EXCLUSION OF PRESS AND PUBLIC**

Councillor Bullen questioned why the public needed to be excluded. The LGSS Head of People reported that the Monitoring Officer had advised that the next item contained exempt information as it referred to individuals and pre-negotiation.

It was resolved by a majority 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).

*As permitted under Part 4 - Rules of Procedure, Part 4.4 - Committee and Sub-Committee Meetings, Section 18 Voting of the Council's Constitution, Councillors Bullen, Giles and Reeve asked for the minutes to record them as having voting against.*

### **45. REVIEW OF LOCALLY AGREED PROFESSIONAL AND MANAGEMENT PAY STRUCTURE**

Members considered a revised proposal in respect of Pay Structures for employees on locally agreed professional/management bands and Heads of Service.

It was resolved by a majority:

to endorse the revised pay structure proposal for SMT implementation and support the proposal for a sliding scale to salary protection.

*As permitted under Part 4 - Rules of Procedure, Part 4.4 - Committee and Sub-Committee Meetings, Section 18 Voting of the Council's Constitution, Councillors Bullen and Reeve asked for the minutes to record them as having voting against.*

**46. SENIOR MANAGEMENT STRUCTURE IN ECONOMY, TRANSPORT AND ENVIRONMENT**

The Chairman informed the Committee that the Council's Constitution permitted the addition of an urgent item to an agenda if it met the urgency criteria set out in paragraphs 3 and 4 of Part 4.4(a) – Urgent Decisions. He had authorised the addition of a report on the Senior Management Structure in Economy, Transport and Environment, on the grounds that failure to do so would not be in the public interest and failure to take the decision quickly would, or would likely to, harm the interests of the Council and the public.

It was resolved unanimously:

- to support the recommendation to consider the potential for partnership working for this post with another authority but to also keep other options open in the meantime; and
- to approve the principle of interim cover from within ETE for the post delegating the selection to the Executive Director: Economy, Transport and Environment.

Chairman