

# Minutes



To: All Members of the  
Employment Committee, Chief  
Executive, Chief Officers

From: Democratic & Statutory Services  
Ask for: Deborah Jeffery  
Ext: 25563

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## EMPLOYMENT COMMITTEE 11 FEBRUARY 2019

### ATTENDANCE

### MEMBERS OF THE COMMITTEE

S J Taylor (*substitution for J Billing*), B A Gibson (*substitution for S B A F H Giles-Medhurst*), T C Heritage (*Vice-Chairman*), R M Roberts, J D Williams (*Chairman*)

Upon consideration of the agenda for the Employment Committee meeting on 11 February 2018 as circulated, copy annexed, decisions were reached and are recorded below:

*Note: Interests declared by Members of the Employment Committee in relation to the matters on which conclusions were reached at this meeting are recorded at item 1 below.*

### PART I ('OPEN') BUSINESS

#### MINUTES

The Minutes (Parts I and II) of the meetings of the Committee on 7 June 2018 were confirmed as a correct record and signed by the Chairman

#### ACTION

1. **SALARY REVIEW APRIL 2019:  
CHIEF OFFICERS, DEPUTY AND ASSISTANT DIRECTORS  
AND HEADS OF SERVICE**
  - 1.1 S J Taylor declared an interest in this item of business being a member of the Local Government Association and the Joint Negotiating Committee for Local Government Employers. She remained in the room and participated in the debate and vote.
  - 1.2 The Assistant Director, HR Services, declared she had an interest in this item being an officer to whom any salary review would apply. She remained in the room for the discussion.

## Decision

- 1.3           1. The Committee agreed that:-
- (a) Chief Officers who achieve an overall rating of Fully Achieved or Exceed in their annual performance review be awarded a consolidated cost of living increase of 2% to their salary with effect from 1 April 2019 in line with the already agreed NJC for Local Government Workers cost of living award;
  - (b) a non-consolidated payment of £3,000 be awarded to those Chief Officers who achieve an 'Exceed' rating in their 2018/19 performance review; to be paid on 1 April 2019; and
  - (c) the minimum and maximum of the Chief Officer salary range be uplifted by 2% with effect from 1 April 2019.
2. The Committee recommends to the Chief Executive that:-
- (a) Deputies and Assistant Directors (PMA/B) and Heads of Service (PMC) who achieve an overall rating of Fully Achieved or Exceed in their annual performance review be awarded a consolidated cost of living increase of 2% to their salary with effect from 1 April 2019 in line with the already agreed NJC for Local Government Workers cost of living award;
  - (b) a non-consolidated payment of £3,000 be awarded to those Deputy and Assistant Directors (PMA/B) and Heads of Service (PMC) who achieve an 'Exceed' rating in their 2018/19 performance review; to be paid on 1 April 2019; and
  - (c) The minimum and maximum of the PMA, PMB and PMC salary ranges (including PMC zones) be uplifted by 2% with effect from 1 April 2019, in line with the already agreed NJC for Local Government Workers cost of living award.
- 1.4           The Labour Group member voted against 1.3.1b and 1.3.2b above.

**CHAIRMAN'S  
INITIALS**

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**2. PAY POLICY 2019/20**

**Decision**

2.1 The Employment Committee *recommended* to County Council:-

1. that County Council adopts the Pay Policy for 2019/20 as set out in Appendix 1 to the report.
2. that the Employment Committee notes the data release for April 2019 as set out in the report.

**KATHRYN PETTITT  
CHIEF LEGAL OFFICER**

**CHAIRMAN** \_\_\_\_\_

**CHAIRMAN'S  
INITIALS**

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