

## **EMPLOYMENT PANEL**

**MONDAY 17 OCTOBER 2016 AT 2.00PM**

**PRESENT:** Councillor Glover (Chairman), Councillors Bloxham (as substitute for Councillor Mitchelson), Mrs Bowman (as substitute for Councillor J Mallinson), Burns, Stothard.

**OFFICERS:** Town Clerk and Chief Executive  
HR Advisory Services Team Leader

### **EMP.15/16 APOLOGIES FOR ABSENCE**

Apologies for absence were submitted on behalf of Councillors Bloxham, Bowman and Dr Tickner.

### **EMP.16/16 DECLARATIONS OF INTEREST**

There were no declarations of interest affecting the business to be transacted at the meeting.

### **EMP.17/16 PUBLIC AND PRESS**

It was agreed that the items of business in Part A be dealt with in public and the items of business in Part B be dealt with when the public and press were excluded.

### **EMP.18/16 MINUTES OF PREVIOUS MEETINGS**

**RESOLVED** – That the minutes of the meeting held on 23 August 2016 be noted.

### **EMP.19/16 PUBLIC AND PRESS**

**RESOLVED** – That in accordance with Section 100A(4) of the Local Government Act 1972 the Public and Press were excluded from the meeting during consideration of the following item of business on the grounds that it involved the likely disclosure of exempt information as defined in the paragraph number (as indicated in brackets against the minute) of Part 1 and Part 3 of Schedule 12A of the 1972 Local Government Act.

### **EMP.20/16 CHIEF OFFICER PAY SCALES**

The Town Clerk and Chief Executive submitted report CE.11/16 regarding Chief Officer Pay Scales.

The Town Clerk and Chief Executive reminded the Panel that they had requested, at their meeting on 23 August 2016, that a further report be submitted which made recommendations on chief officer pay (EMP.14/16 refers). The Panel agreed that the information provided by the North West Employers' Organisation and the City Council's Director of Resources was sufficient to make an informed decision on the appropriate level of pay for the Council's Chief Officers and agreed that the consideration did not apply to the Chief Executive and the Deputy Chief Executive.

The report set out a proposal for chief officer pay which was affordable, proportionate and fairly reflected the responsibilities upon and expectations of the Chief Officers.

The initial analysis by the North West Employers Organisation had been included as appendix 1 of the report for Members information and further work undertaken by the Director of Resources had been included as appendix 2 of the report. From the appendices Members could see the average maximum and minimum pay for directors in the North West Districts compared to the City Council's package for Directors.

The Town Clerk and Chief Executive detailed the proposed Corporate Director scales along with a proposal that the pay scales be backdated to 1 October 2016.

During a detailed discussion of the options officers clarified the information provided by the North West Employers Organisation and details of the Car Allowance.

RESOLVED – That the Employment Panel recommends to Council that the proposed pay scales for Chief Officers, as set out in report CE.11/16, be adopted and that the pay scales be backdated to 1 October 2016.

(The meeting finished at 2.25pm)