

SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL

Minutes of a meeting of the Employment Committee held on
Tuesday, 22 January 2013 at 4.00 p.m.

PRESENT: Councillor David Whiteman-Downes – Chairman
Councillor Simon Edwards – Vice-Chairman

Councillors: Val Barrett Lynda Harford
Caroline Hunt Sebastian Kindersley

Officers: Patrick Adams Senior Democratic Services Officer
Susan Gardner Craig Human Resources Manager
Fiona McMillan Legal & Democratic Services Manager and
Monitoring Officer

Apologies for absence were received from Councillor Alex Riley.

1. DECLARATIONS OF INTEREST

None.

2. MINUTES OF PREVIOUS MEETING

The Committee authorised the Chairman to sign the minutes of the meeting held on 19 February 2012 as a correct record.

The Legal and Democratic Services Manager agreed to investigate a query regarding the political proportionality of the Committee.

3. PAY POLICY STATEMENT

The HR Manager introduced this report which detailed the requirements of the Localism Act in relation to pay policy and invited the Committee to consider the pay level for the Executive Director post and the policy on re-engagement of employees following severance of employment.

Market tested remuneration

It was understood that a market-testing exercise had been carried out and the salary of the Executive Director was similar to other comparable posts. It was noted that the Committee were considering the appropriate salary scale for the post, not the officer.

Age legislation

The HR Manager explained that the Executive Director post was outside the scope of the job evaluation process and currently had eight spinal column points. Posts which had more than six spinal column points did not comply with age equality legislation.

Following a brief discussion the Committee decided

- Against retaining the current eight point scale and reviewing when the post becomes vacant, as the matter needed to be resolved.
- That the incremental increases should be no more than £3,000, which was the same as the Chief Executive post.

Publication of Chief Officers' pay on the website

The HR Manager agreed to liaise with IT to ensure that details of the Chief Officers'

remuneration were published on the website as the legislation required.

Re-engagement of former employees

The Committee accepted that the Council required a policy that prevented the re-employment of former employees, for a period of three years, after receiving a redundancy payment. However, it was agreed that the policy should make provision for exceptional circumstances where an employee could be re-engaged. It was suggested that the Committee should consider the draft policy instead of the Finance and Staffing Portfolio Holder, as suggested in the report.

The Employment Committee unanimously

RECOMMENDED TO COUNCIL

The pay policy statement as attached in appendix 1, with amendments to be made to the Executive Director's pay scale, as laid out below:

	Scp1	Scp2	Scp3	Scp4	Scp5	Scp6
Executive Director	85,000	88,000	91,000	94,000	97,000	100,000

The Committee unanimously

AGREED That a policy should be drawn up, which ensures that

- (A) The Council does not re-employ former employees for a period of three years, after receiving a redundancy payment; however
- (B) Provision should be made to allow the reemployment of an employee in exceptional circumstances.

The Meeting ended at 4.30 p.m.
