

Cherwell District Council

Personnel Committee

Minutes of a meeting of the Personnel Committee held at Bodicote House, Bodicote, Banbury, OX15 4AA, on 10 March 2010 at 6.30 pm

Present: Councillor Victoria Irvine (Chairman)

Councillor Rick Atkinson
Councillor Ken Atack
Councillor Norman Bolster
Councillor Russell Hurle
Councillor G A Reynolds
Councillor Chris Smithson
Councillor Lynda Thirzie Smart
Councillor Barry Wood
Councillor Tony Illott

Apologies
for
absence: Councillor Rose Stratford
Councillor Douglas Williamson

Officers: Mary Harpley, Chief Executive and Head of Paid Service
AnneMarie Scott, Head of Human Resources
Stephanie Rew, HR Manager
Michael Sands, Trainee Democratic and Scrutiny Officer

43 Declarations of Interest

There were no declarations of interest.

44 Petitions and Requests to Address the Meeting

There were no petitions or requests to address the meeting.

45 Urgent Business

There was no urgent business.

46 Minutes

The Minutes of the meeting held on 16 December 2009 were agreed as a correct record and signed by the Chairman.

47 **Employment Statistics**

The Head of Human Resources submitted a report which detailed employment statistics for October to December 2009, by Directorate, for information and monitoring purposes. The Committee were advised that there had been a rise in the number of leavers and that the increase was due to retirements following the expressions of interest process.

Resolved

That the contents of the report be noted.

48 **Job Evaluation and Pay Structure**

The Head of Human Resources submitted a report which provided information on the final changes, the process for implementation and the role of the Committee in pay and grading going forward. The Committee were advised that implementation of the new scheme was still on target for 1 April 2010 and that the Council were now in final negotiations with Trade Unions. The Head of Human Resources also advised that there had been varied reactions from staff to their indicative pay grades and that a key area of concern was the issue around progression on an incremental scale.

The Committee expressed their thanks to Officers for steering the authority through the job evaluation process and discussed the importance of ensuring that the new scheme was fair, affordable and capable of meeting the authorities needs.

The Committee requested that a table detailing the number of staff in each pay grade be included in the agenda of the next meeting. The Committee also requested that the Pay and Grading Structure Table be included in all future agenda's.

Resolved

That the new pay and grading structure be noted.

The meeting ended at 6:50 pm

Chairman:

Date: