

EMPLOYMENT CONDITIONS COMMITTEE

21 JANUARY 2008

Present: County Councillor Stephens (Chairperson);
County Councillors Berman, Derbyshire, Jones,
Salway, Sheppard, Walker and Walsh

19 : MINUTES

The minutes of the meeting held on 15 October 2007 were approved as a correct record and signed by the Chairperson.

20 : PROCESS FOR REVIEWING THE PERFORMANCE AND CONTRIBUTION OF THE CHIEF EXECUTIVE

The Employment Conditions Committee in October 2007 had resolved that a revised contract of employment for the Chief Executive with the new salary be issued along with a statement of Terms and Conditions of Employment. The Committee had also resolved that further progression within the salary scale agreed should be linked to a proper review of the performance and contribution of the Chief Executive.

The Committee received a report which contained the proposed process for review of the performance and contribution of the Chief Executive on which salary progression should be based.

The process for the performance and contribution review of the Chief Executive was outlined in an appendix to the report and fell into three stages. The first was the identification and agreement of targets and development needs. The second was a six monthly review and the third was an annual review.

Members discussed how the review would be undertaken and agreed the following amendment to the report:

Paragraph 9. It is proposed that the review will be undertaken between the Chief Executive, the Leader and Deputy Leader. An independent advisor will be appointed to be present and to act as an observer at the review and to countersign the outcome of the review to ensure the process has been carried out in a fair and transparent

manner.

In addition the Committee accepted the key principles outlined under People & Organisational Development Implications but with an amendment to the following:

Paragraph 17

- Assessment of performance will be deemed as satisfactory through consideration of a performance rating of 'Developing' 'Effective' or 'Outstanding' within the PP&D scheme.

RESOLVED – That

1. this approach to the review of the performance and contribution of the Chief Executive be approved;
2. the provision of awareness training for the Leader and Deputy Leader of the Council prior to the review meetings being undertaken be agreed;
3. the review be undertaken in accordance with the proposals outlined in paragraph 9 of the report, as amended;
4. this framework be adopted for the remainder of the senior management population, Corporate Directors, Chief Officers and Operational Managers.

EXCLUSION OF THE PUBLIC

RESOLVED - That the public be excluded for the following item of business on the grounds that if members of the public were present during the discussions, because of the nature of the business to be transacted, there would be disclosure to them of exempt information as defined in Section 100(1) of the Local Government Act 1972, and Categories 1 and 3 of the Local Authorities (Access to Information) (Variation)(Wales) under 2007.

21 : REVIEW OF ARRANGEMENTS FOR CHIEF EXECUTIVE'S REMUNERATION – UPDATE REPORT

The decisions of this Committee taken on 15 October 2007 were outlined and the submitted report provided Members with an update

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on progress.

The Chief People & Organisational Development Officer and the City and County Solicitor referred to the current position and answered Members' questions in relation to matters of arbitration.

It was moved by Councillor Derbyshire and seconded by Councillor Sheppard that the outstanding matter of the level of remuneration of the Chief Executive be determined in accordance with the Council's normal grievance procedures.

The motion was not carried.

There followed a short adjournment. On recommencement of the meeting the Labour Members of the Committee (Councillors Derbyshire, Sheppard and Walsh) indicated their intention to resign from the Committee.

(Councillors Derbyshire, Sheppard and Walsh withdrew from the meeting)

RESOLVED – That

1. the outstanding matter of the level of remuneration of the Chief Executive be resolved through the process outlined under paragraphs 9 and 10 of referral to the JNC Joint Secretaries;
2. the decision of the JNC Joint Secretaries on the Chief Executive's salary scale be binding on both parties in settling the matter but must be within budget;
3. once the agreed salary scale is determined by the JNC process, the information will be reported so that this Committee can determine the appropriate point within the scale where the Chief Executive will be located.