

# Public Document Pack

## STAFFING COMMITTEE

**Date and Time:** Thursday 10 February 2022 at 7.00 pm

**Place:** Council Chamber

**Present:**

Ambler (substituted Oliver), Butler, Crompton, Drage, Farmer (substituted Worlock), Kennett (Chairman), Neighbour, Radley and Wildsmith

**In attendance:**

**Officers:**

Patricia Hughes Joint Chief Executive  
Rebecca Borrett Committee Services Officer

## 9 MINUTES OF PREVIOUS MEETING

It was decided that Members would discuss the minutes of the previous meeting at the end of the meeting, as the previous minutes remained unpublished due to matters arising.

## 10 APOLOGIES FOR ABSENCE

Apologies were received from:

Councillor Oliver (substituted by Councillor Ambler)  
Councillor Worlock (substituted by Councillor Farmer)

## 11 DECLARATIONS OF INTEREST

No declarations were made.

## 12 CHAIRMAN'S ANNOUNCEMENTS

No announcements were made.

## 13 REVIEW OF CHIEF EXECUTIVES' PERFORMANCE OBJECTIVES AND OBJECTIVE SETTING

Cllr David Neighbour introduced the report.

Members discussed:

- that some areas of the report were statements of fact rather than an assessment of performance, and the balance between brevity and detail
- future objectives, measures and timelines

## **DECISION**

That the performance of the Joint Chief Executives as set out in Appendix 1 be noted and the objectives as set out in Appendix 2 be confirmed for the Joint Chief Executives for the coming year.

### **14 PAY POLICY STATEMENT FINANCIAL YEAR 2022-23**

The report was introduced by the Joint Chief Executive. An additional recommendation (iii) to that published in the agenda was added.

Members discussed:

- the reasoning for the additional recommendation and that it is included in the budget for 2022/23, and how any back pay will be accounted for
- the changes to the policy compared to last year
- staff numbers, current vacancies, market supplements, honoraria, apprenticeships and current recruitment processes
- recent staff changes, shared service changes budgetary implications, and the need for detail on these during the next budget setting process

## **DECISION**

- i) That the Pay Policy 2022/2023, attached as Appendix 1 to the report, be recommended to Council for approval.
- ii) That the staff numbers and vacancies provided in Appendix 2 are noted.
- iii) Recommendation to Council to increase staff salaries by 1.75% from 1<sup>st</sup> April 2022.

### **15 EXCLUSION OF THE PUBLIC**

The following item(s) contained exempt information.

## **DECISION**

Members decided that the public interest in maintaining an exemption outweighed the public interest in disclosing the information.

In accordance with Section 100A(4) of the Local Government Act 1972, the public be excluded during the discussion of the matters referred to, on the grounds that they involved the likely disclosure of exempt information, as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act, and the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

### **16 MINUTES OF THE PREVIOUS MEETING**

An amendment to the recommendation to Cabinet in item 8 of the minutes was proposed.

## **DECISION**

The recommendation item 8 of the minutes was agreed.

The meeting closed at 8.07 pm