

Minutes of the meeting of the **GENERAL PURPOSES** Committee held at the Council Offices, Whitfield on Friday 18 September 2009 at 4.00 pm.

Present:

Chairman: Councillor J C Record

Councillors: B W Bano
C J Smith
P A Watkins

Officers: Chief Executive
Head of Finance and ICT
Human Resources Manager
Senior Human Resources Officer
Solicitor (Litigation and Regulation)
Accountant Revenue
Senior Democratic Support Officer

Also present: Councillor T J Bartlett
Representatives of UNISON and GMB

195 MINUTES

The Minutes of the meeting of Committee held on 26 March 2009 were approved as a correct record and signed by the Chairman.

196 EXCLUSION OF THE PUBLIC

RESOLVED: That, under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the remainder of the business on the grounds that the item to be considered involves the likely disclosure of exempt information as defined in paragraph 4 of Part I of Schedule 12A of the Act.

197 JOB EVALUATION

The Committee considered the report of the Chief Executive which had previously been debated at the Joint Staff Consultative Forum earlier that day, together with a separate document setting out the proposed new Band structure.

At its meeting the Joint Staff Consultative Forum agreed to recommend to this Committee that:

- (a) the Council's job evaluation scheme, Job Evaluation Support System (JESS), developed in conjunction with the Reward Partnership and following formal consultation with staff and the Trades Union be adopted;
- (b) the Job Evaluation Support System be implemented with effect from 1 April 2009 with a minor variation to the scheme to extend the car allowance to Band E;
- (c) with reference to paragraph 23 of the report, an amendment be made to the effect that the lump sum payable to Officers for the protection period

following the removal of a lease car be repayable if the Officer leaves of his/her own volition within the three year protection period.

RESOLVED: That the recommendations of the Joint Staff Consultative Committee, as set out above, be agreed.

198 RECOMMENDATION FROM JOINT CONSULTATIVE STAFF FORUM 15 JULY 2009

At the meeting of the Joint Staff Consultative Forum held on 15 July 2009 staff representatives had put forward the proposal that: "by accepting the 0% Pay Award, staff seek a guarantee that there will be no redundancies this year and that the median quartile pay grading under the Job Evaluation Scheme, if adopted, will not be changed." However the Forum had not reached agreement to recommend this proposal to Council and, in accordance with Part 3 of the Council's Constitution, the matter had been referred to this Committee. The Chief Executive referred to the Council's strong record of avoiding compulsory redundancies, its close working relationship with the Unions and the impossibility of giving categorical assurances in the current economic climate.

RESOLVED: That the proposal put forward by staff representatives at the Joint Staff Consultative Committee be noted together with the response by the Chief Executive.

The meeting ended at 4.20 pm.