

Minutes of the meeting of the **GENERAL PURPOSES COMMITTEE** held at the Council Offices, Whitfield on Tuesday, 8 April 2014 at 6.00 pm

Present:

Chairman: Councillor C J Smith (Vice-Chair in the Chair)

Councillors: M D Conolly  
M R Eddy  
P G Heath

Officers: Chief Executive  
Director of Governance  
Team Leader – Democratic Support  
Democratic Support Officer

593 APOLOGIES

An apology for absence was received from Councillor S M Le Chevalier.

594 APPOINTMENT OF SUBSTITUTE MEMBERS

It was noted that, in accordance with Council Procedure Rule 4, that Councillor P G Heath had been appointed as substitute for Councillor S M Le Chevalier.

595 DECLARATIONS OF INTEREST

There were no declarations of interest received from members.

596 MINUTES

The Minutes of the meeting of the Committee held on 9 April 2013 were approved as a correct record and signed by the Chairman.

597 BENEFIT IN KIND POLICIES

Members considered the report of the Head of Paid Service for changes to five Benefit in Kind Policies that form part of the Officer's Conditions of Service.

A review of the Conditions of Service concluded that a number of Benefit in Kind Policies were found to be no longer fit for purpose, and/or required regularising and/or not fit with the salary scales introduced with the 2009 Job Evaluation scheme. A 45 day formal consultation with all staff and negotiations between representatives of Corporate Management Team and the recognised Trade Unions led to the recommendation of the five revised policies to be introduced from 1 April 2014, including seeking approval to vary the terms and conditions of employment of all staff in accordance with the revised policies.

RESOLVED: (a) That the five Benefit in Kind Policies contained within the report be APPROVED for introduction from 1 April 2014.

- (b) That the terms and conditions of all staff are varied in accordance with the policies with effect from 1 April 2014 and that any new staff be employed on the revised terms and conditions.
- (c) That the Director of Governance be authorised to make any associated adjustments to the Statement of Particulars and Condition of Service documents.

598 EXCLUSION OF THE PRESS AND 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 the paragraph of Part 1 of schedule 12A of the Act.

599 PAY AWARD 2014

The Committee considered the report of the Head of Paid Service which outlined proposals for a 1.5% pay award on the salary of all staff with effect from 1 April 2014.

In accordance with the Collective Bargaining Agreement (CBA), the Head of Paid Service sought independent advice on market positioning regarding pay from Total Rewards Projects Ltd (TRP) which had recommended a pay award of 1.5%. Following negotiations between management and the recognised Trade Unions (Unison and GMB (MPO), the recognised unions informed management that they accepted the offer.

Members acknowledged the hard work of staff and the effort put in during the recent floods and fully supported the pay award.

RESOLVED: That the pay award of 1.5% on the salary of all staff be APPROVED with effect from 1 April 2014.

The meeting ended at 6.14 pm.