

Minutes of the meeting of the **GENERAL PURPOSES** Committee held at the Council Offices, Whitfield on Monday 23 July 2012 at 4.00 pm.

Present:

Chairman: Councillor S M Le Chevalier

Councillors: Councillor M D Conolly
Councillor M R Eddy
Councillor C J Smith

Officers: Chief Executive
Director of Governance
Democratic Support Officer
Democratic Support Officer

An apology for absence was received from Councillor G Cowan.

142 MINUTES

The Minutes of the meeting of the Committee held on 21 June 2012 were approved as a correct record and signed by the Chairman.

143 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 paragraph 4 of Part 1 of Schedule 12A of the Act.

144 PAY AWARD 2012

The Chief Executive presented the report which outlined proposals for a 0.75% pay award for 2012, this being the outcome of negotiations undertaken with the recognised trades unions in accordance with the Council's Collective Bargaining Agreement. Following initial negotiations, the Council's original offer, based on independent advice sought from the Total Reward Partnership in April 2012, had been revised to 0.75% or £250 per annum, whichever was the greater. The effective date for award payment had also been revised from 1 July to 1 April 2012, which would align it with the budget process. Staff had not received a pay award since 2008, and it was considered a balanced offer in the current economic climate.

The Committee was advised that it was also proposed to close the Council offices on Christmas Eve which this year would fall on Monday, 24 December 2012. This was proposed as a one-off gesture of goodwill, in recognition of employees' hard work in support of the Olympic Torch celebrations. Staff who were not based at Whitfield and required to work on Christmas Eve would receive a day off in lieu at another time.

In response to concerns raised by Members, the Chief Executive stated that the Council would work closely with East Kent Housing and East Kent Services to ensure that there was a satisfactory out-of-hours service available to the public during this time, and particularly for Council tenants who were most likely to be affected.

- RESOLVED:
- (a) That the pay award of 0.75% or £250, whichever is the greater, be approved with effect from 1 April 2012.
 - (b) That, in recognition of work carried out in support of the Olympic Torch celebrations, an additional day's leave for all staff on Monday 24 December 2012 be approved, including staff not based at Whitfield and required to work on 24 December given time off in lieu.
 - (c) That a report be submitted to future meetings of Cabinet and the Scrutiny (Policy and Performance) Committee on the preparedness of the Council's out-of-hours service for Christmas/New Year 2012, including an analysis of lessons learned from problems which occurred during the same period in 2011.

The meeting ended at 4.21 pm.