

Minutes of the Meeting of the General Services Committee held on 8 October 2018 at 7.00 pm

Present:	Councillors Robert Gledhill (Chair), Mark Coxshall and Jack Duffin
Apologies:	Councillors Shane Hebb, Gerard Rice and Luke Spillman
In attendance:	Lyn Carpenter, Chief Executive Jackie Hinchliffe, Director of HR, OD & Transformation Jan Cox, Strategic Lead HR & OD Jerome Dowding, Pay & Reward Specialist, HR & OD Hana Gunfield, communications Officer Matthew Boulter, Democratic Services Manager

Before the start of the Meeting, all present were advised that the meeting may be filmed and was being recorded, with the audio recording to be made available on the Council's website.

20. Minutes

The minutes of the General Services Committee held on 7 March 2018 were approved as a correct record.

21. Items of Urgent Business

There were no items of urgent business.

22. Declarations of Interests

There were no declarations of interest.

23. Pay Review Project - Members Proposal

Officers introduced the report stating that the current pay structures had been in place since 2006 and the Council had committed to reviewing it for some time. At present pay bands overlapped and were too long; these issues would be remedied by the new structure proposed. Officers confirmed that the proposed changes had already been discussed with trades unions.

The options available to the Council were briefly discussed and it was made clear that making no change would cost the council £2.6 million and would not address the risks and discrepancies in the current system. A 'fix all' approach would cost £12 million, a sum the Council could not afford. The proposed option presented the best option.

Officers confirmed trades unions were generally positive and if the committee agreed the report tonight then communications would start with staff and a full consultation would be undertaken with trades unions.

Councillor Duffin queried the financial implications and whether the council was at risk of any fines for not implementing the complete solution. Officers stated the risks were mitigated by implementing the phased approach and affordability was always a consideration. It was further confirmed that all three recognised unions represented in Thurrock were supportive of the scheme.

There was a brief discussion around whether staff lost money or benefits due to the new scheme. Officers replied that one of the principles of the review meant there would be no reduction in anyone's base pay.

The Committee noted the work of individual officers in this project.

RESOLVED: That:

- 1. The new pay structure as outlined in Appendix 2 be agreed.**
- 2. The Committee delegate authority to negotiate a new single status agreement with trades unions to the Director of HR, OD & Transformation in consultation with the Portfolio Holder for Central Services, subject to the parameters detailed in Appendix 2.**

24. Chief Executive Performance Appraisal

The Chair stated that due to their being a lack of full political representation at the meeting her felt it right to postpone this item until all political parties were present.

The meeting finished at 7.15 pm

Approved as a true and correct record

CHAIR

DATE

Any queries regarding these Minutes, please contact
Democratic Services at Direct.Democracy@thurrock.gov.uk

