

Minutes of the Meeting of the Corporate Overview and Scrutiny Committee held on 26 March 2015 at 7.00 pm

Present: Councillors Yash Gupta (MBE) (Chair) and Graham Snell

In attendance:

Sean Clark, Head of Corporate Finance
Jackie Hinchliffe, Head of HR, OD and Customer Strategy
Karen Wheeler, Head of Strategy
Matthew Boulter, Principal Democratic Services Officer

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

The meeting was inquorate but Members agreed to continue with the meeting.

31. Minutes

The Minutes of Corporate Overview and Scrutiny Committee, held on 3 February 2015, were approved as a correct record.

32. Declaration of Interests

No Interests were declared.

33. Month 9 Quarter 3 Corporate Performance Report 2014-15

Councillor Snell thought the report was well written and easy to understand. He recognised that the adoption performance was significantly influenced by one issue and therefore was not largely concerned with the figure. The Committee learnt that the report was not sent to all staff although they would be aware of performance through their day to day management.

RESOLVED: That the performance is noted.

34. Pay and Reward Review

The report set out the process the council was hoping to undertake to review pay within the council. It would be a challenge to complete within a year but the Council was employing a company to help with the process. The detail of the project would develop in the coming months.

Officers confirmed the trades unions had seen the proposed Greater London scheme and were supportive. Officers believed the scheme would be administered in house, which saved on re-evaluation of job costs. The changes could impact on job bands and reduce the pay envelope. It would be possible for officers to find themselves in a lower band.

RESOLVED that:

1. **Officers note the comments made by committee on the Greater London Provincial Council's (GLPC) job evaluation scheme to evaluate all role profiles and that the council should use the GLPC scheme thereafter.**
2. **The review should continue as follows:**
 - a. **Develop Role Profiles**
 - b. **Allocate job descriptions to role profiles**
 - c. **Evaluate role profiles**
 - d. **Design a new pay and grading structure**
 - e. **Assimilate staff into the new pay and grading Structure.**

35. Fairness Commission update

Members were informed that the first meeting had met last week. The next meeting was due on 28th April and key issues such as child poverty, employment and education had been identified. Members wished officers good luck with the endeavour.

RESOLVED That the report is noted.

The meeting finished at 7.30 pm

Approved as a true and correct record

CHAIR

DATE

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Democratic Services at Direct.Democracy@thurrock.gov.uk**