

## **MAIDSTONE BOROUGH COUNCIL**

### **MEMBER AND EMPLOYMENT AND DEVELOPMENT PANEL**

#### **MINUTES OF THE MEETING HELD ON 28 JANUARY 2013**

**Present:**            **Councillor Lusty (Chairman), and  
Councillors Daley, Garland, Hotson, Mrs Joy, McKay,  
Moriarty, Moss, J.A. Wilson and Mrs Wilson**

16. APOLOGIES FOR ABSENCE

There were no apologies for absence.

17. NOTIFICATION OF SUBSTITUTE MEMBERS

There were no Substitute Members.

18. NOTIFICATION OF VISITING MEMBERS

There were no Visiting Members.

19. DISCLOSURES BY MEMBERS AND OFFICERS

There were no disclosures by Members or Officers.

20. DISCLOSURES OF LOBBYING

There were no disclosures of lobbying.

21. EXEMPT ITEMS

RESOLVED: That the Items on Part II of the Agenda be taken in public, but the information therein remain private.

22. MINUTES

RESOLVED: That the Minutes of the Meeting held on 31 May 2012 be approved as a correct record and signed.

23. WORKFORCE STRATEGY - DRAFT

The Panel considered the report of the Chief Executive regarding the draft Workforce Strategy.

Members raised a number of queries regarding, inter alia, bullying, resignations, outsourcing and pension contributions to which the Head of Human Resources responded.

Members felt there were some important issues raised and that the Panel should be provided with a progress report in 6 months' time.

RESOLVED: That the report be noted and a progress report be brought to the Panel in 6 months' time.

24. PAY POLICY STATEMENT

The Panel considered the report of the Chief Executive regarding the annual Pay Policy Statement.

Members raised a few queries regarding, inter alia, market supplements and the Chief Executive's election earnings.

RESOLVED:

1. That Council be recommended to agree the proposed Pay Policy Statement prior to publication on the Council's website.
2. That a report on how election earnings are calculated be undertaken and reported back to the Panel.

25. RISK MANAGEMENT

The Panel considered the reference from Audit Committee regarding the availability of the knowledge and skills within the Council's workforce to meet future requirements.

Members felt that the Panel were not in a position to respond to the reference, although they acknowledged that skill development is covered within the Workforce Strategy.

RESOLVED: That the reference from Audit Committee be referred to the Cabinet Member for Corporate Services for consideration.

26. MINUTES (PART II)

RESOLVED: That the Minutes (Part II) of the Meeting held on 31 May 2012 be approved as a correct record and signed.

27. DURATION OF MEETING

9.32 a.m. to 10.47 a.m.