

MAIDSTONE BOROUGH COUNCIL

MEMBER AND EMPLOYMENT AND DEVELOPMENT PANEL

MINUTES OF THE MEETING HELD ON 21 JANUARY 2014

Present: Councillor Lusty (Chairman), and
Councillors Black, Burton, Collins, Daley, Garland,
Mrs Joy, McKay, D Mortimer, Moss and J.A. Wilson

17. APOLOGIES FOR ABSENCE

It was noted that apologies for absence were received from Councillors Mrs Ring and Mrs Wilson.

18. NOTIFICATION OF SUBSTITUTE MEMBERS

It was noted that Councillor Collins was substituting for Councillor Mrs Ring.

19. NOTIFICATION OF VISITING MEMBERS

There were no Visiting Members.

20. DISCLOSURES BY MEMBERS AND OFFICERS

There were no disclosures by Members or Officers.

21. DISCLOSURES OF LOBBYING

There were no disclosures of lobbying.

22. EXEMPT ITEMS

RESOLVED: That the Items on the Agenda be taken in public as proposed.

23. MINUTES OF THE MEETING HELD ON 10 JULY 2013

RESOLVED: That the Minutes of the Meeting held on 10 July 2013 be approved as a correct record and signed.

24. PAY POLICY STATEMENT

The Panel considered the report of the Chief Executive regarding the Pay Policy Statement to be approved by full Council.

The Head of HR Shared Service responded to questions raised by Members with regard to, inter alia, living wage, market supplements and the Hay system of job evaluation.

The Head of HR Shared Service stated that Appendix 1(H) was inaccurate and that the correct version would be circulated to Members of the Panel and attached to the recommendation to Council.

The Head of HR Shared Service explained that the Pay Policy Statement was not required to be reviewed by the Panel and could go direct to Council if Members wished. However, Members felt it was important for the Panel to continue to review it and recommend it to full Council.

RESOLVED:

- a) That Council be recommended to agree the proposed Pay Policy Statement, as attached at Appendix 1 to the report of the Chief Executive and subject to the inclusion of the correct version of Appendix 1(H), prior to publication on the Council's website.
- b) That the Member and Employment and Development Panel continue to review the Pay Policy Statement on a yearly basis before being recommended to Council.

25. PERFORMANCE SUB COMMITTEE

The Chairman asked the Panel if, further to the press reports regarding his disagreement with the Chief Executive, they would be happy for him to continue to be on the Performance Sub Committee which conducts the Chief Executive's appraisal. He stated that he was able to remain objective, but would stand down if the Panel felt it appropriate.

There were no objections raised and it was:-

RESOLVED: That Councillor Lusty remain on the Performance Sub Committee of the Member and Employment Development Panel.

26. DURATION OF MEETING

9.00 a.m. to 9.55 a.m.