

MAIDSTONE BOROUGH COUNCIL

EMPLOYMENT COMMITTEE

**MINUTES (PART I) OF THE MEETING HELD ON WEDNESDAY 10
FEBRUARY 2016 ADJOURNED FROM FRIDAY 29 JANUARY 2016**

Present: Councillor Mrs Gooch (Chairman), and
Councillors Mrs Blackmore, D Burton, Cox, Hemsley,
Joy, McKay, D Mortimer, Perry, Round, Sargeant and
Mrs Wilson

24. APOLOGIES FOR ABSENCE

Apologies had been received from Councillor McLoughlin.

25. NOTIFICATION OF SUBSTITUTE MEMBERS

It was noted that Councillor Hemsley was substituting for Councillor McLoughlin.

26. URGENT ITEMS

There were no urgent items.

27. DISCLOSURES BY MEMBERS AND OFFICERS

The Head of HR Shared Service disclosed an interest on behalf of all members of staff in relation to Agenda Item 7 - Report of the Chief Executive – Pay Scale Changes.

28. DISCLOSURES OF LOBBYING

There were no disclosures of lobbying.

29. EXEMPT ITEMS

RESOLVED: That the Part II agenda item be taken in private as proposed.

30. EXCLUSION OF THE PUBLIC FROM THE MEETING

RESOLVED: That the public be excluded from the meeting for the following items of business because of the likely disclosure of exempt information for the reason specified, having applied the public interest test:-

**Head of Schedule 12 A and
Brief Description**

Report of the Chief Executive -

Paragraph 4 – Labour Relations

Proposed Pay Scale Changes

31. REPORT OF THE CHIEF EXECUTIVE - PROPOSED PAY SCALE CHANGES

Members considered the exempt report of the Chief Executive on Pay Scale Changes.

This was a revised report following the meeting of the Committee held on 29 January 2016 in which Members had asked for further clarification.

Members had requested more options for consideration and the revised report had provided three clear options.

RESOLVED:

- 1) That a pay policy of reflecting the HAY median for all grades be agreed;

Voting: For: 12 Against: 0 Abstentions: 0

- 2) That pay scale option 3, as set out in Appendix V to the report of the Chief Executive, be agreed and should be used as a basis for negotiation with the trade union; and

Voting: For: 12 Against: 0 Abstentions: 0

- 3) That Policy and Resources Committee be advised of the Committee's decision, together with the financial consequences, by way of a verbal update by the Head of Finance and Resources at their next meeting.

Voting: For: 11 Against: 0 Abstentions: 1

32. DURATION OF MEETING

3 p.m. to 4 p.m.