

APPOINTMENTS & REMUNERATION COMMITTEE

25 JULY 2019

Present:

Councillors Dewhirst (Chairman), Bullivant, Connett and Haines

In Attendance:

Ian Morgan - Head of Human Resources Services South West Councils

Apologies:

Councillors G Hook

Officers in Attendance:

Tim Slater, HR and Organisational Development Manager

Phil Shears, Managing Director (in attendance for minute 6 only)

Claire Moors, Principal Technical Accountant

Sarah Selway, Democratic Services Team Leader & Deputy Monitoring Officer

1. CHAIRMAN OF THE MEETING

In the absence of the Leader, the Deputy Leader, Councillor Dewhirst, chaired the meeting.

2. MINUTES

The Minutes of the Meeting held on 15 October 2018 were confirmed as a correct record and signed by the Chairman.

3. DECLARATIONS OF INTEREST

None.

**4. LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 -
EXCLUSION OF PRESS AND PUBLIC**

Councillor Connett proposed, seconded by Councillor Haines and

RESOLVED that under Section 100 (A) (4) of the Local Government Act 1972 the press and public be excluded from the meeting of the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 3 and 4 of part 1 of schedule 12 A of the Act.

5. SENIOR MANAGEMENT PAY - SW COUNCIL'S REVIEW REPORT

The HR & Organisational Development Manager and Head of Human Resources Services South West Councils presented the Senior Management Pay report. Members were advised of the job evaluation process and benchmarking that had been undertaken.

In response to Member's questions, the following was clarified:-

- the scheme was utilising the Local Government Association (LGA) Senior Officer Job Evaluation Scheme
- median figures were used not an average
- would circulate to Full Council comparative figures of Councils with a similar size population and details of the points for the Senior Management Posts
- the scheme was designed to provide a uniformity of grades with a degree of flexibility.

It was proposed by the Deputy Leader and seconded by Councillor Bullivant and

RECOMMENDED to Full Council that the Senior Management Pay – South West Council's review report be approved.

6. SENIOR MANAGEMENT STRUCTURE

The Managing Director presented the report to agree a recommendation to Full Council to take forward a consultation process for the Senior Management Structure. He advised Members of the proposed permanent structure, the consultation process and the possible future operating model for the Council. He responded to Members regarding the ranking of pay for the Heads of Service and the savings the restructure would achieve.

It was proposed by the Deputy Leader, seconded by Councillor Connett and

RECOMMENDED to Full Council that the Senior Management Structure be approved.

The meeting started at 9.10 am and finished at 10.15 am.

Chairman