



East
Northamptonshire
Council

Personnel Sub-Committee

Minutes of a meeting held on 24 July 2012 at East Northamptonshire House, Thrapston

Present:

Councillors

Roger Glithero JP (Chairman)
Glenn Harwood MBE
Steven North

David Oliver
Katy Everitt
Gareth Jones
Aime Armstrong
James McLaughlin

Chief Executive (DO)
Head of Resources and Organisational Development (KE)
Head of ICT (GJ)
Human Resources Manager (AA)
Democratic and Electoral Services Manager (JMCL)

Action

1.0 MINUTES

21 The minutes of the meeting held on 12 June 2012 were approved. **JMcL**

2.0 APOLOGIES

2.1 Apologies were received from Councillor Wendy Brackenbury

3.0 DECLARATIONS OF INTEREST

3.1 David Oliver, Chief Executive, and James McLaughlin, Democratic and Electoral Services Manager, declared an interest in item 5b in view of their respective roles as Returning Officer and Deputy Returning Officer.

4.0 QUESTIONS

4.1 There were no questions.

5.0 DISCUSSION ITEMS – PAY AND REWARD STRATEGY AND RETURNING OFFICER'S FEES

5.1 KE referred to the previous decision of the Sub-Committee to appoint Councillors Wendy Brackenbury, Roger Glithero and Jeremy Taylor to work with officers in developing a Pay & Reward Strategy and reviewing the procedure for setting and level of the Returning Officer's fees for running elections. It was explained that it had not been possible to convene a meeting between members and officers to progress these two projects. Consequently, it was recommended that the proposed terms of reference for the projects be forwarded to all members of the sub-committee for consideration in order to make progress during the summer recess.

RESOLVED:

That the proposed terms of reference in respect of the development of a Pay and Reward Strategy and the review of processes and remuneration associated with the Returning Officer's fees be forwarded to members of the sub-committee for consideration during the summer recess.

6.0 DATES OF FUTURE MEETINGS

6.1 The sub-committee considered the dates of its future meetings and determined to re-arrange the date of the meeting scheduled for Tuesday, 4 September 2012 to take place on Tuesday, 25 September 2012 at 2.00pm. This decision was taken in order to provide for a longer consultation period whilst still enabling the proposals to be considered at the Policy and Resources Committee scheduled for Thursday, 27 September 2012.

ALL

7.0 EXCLUSION OF PUBLIC

7.1 RESOLVED:

That the public and press be excluded from the meeting during consideration of the following items of business because exempt information, as defined under paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972, may be disclosed.

8.0 STAFF PROPOSAL 14

8.1 The sub-committee considered a report submitted by GJ proposing a small scale restructure within a service area of the council.

RESOLVED:

- (1) That the proposed ICT Support Structure be approved.
- (2) That consultation and associated recruitment process in respect of the structure be commenced.
- (3) That the Chairman and Vice-Chairman be advised of the outcome of the consultation and recruitment process.

9.0 STAFF PROPOSAL 7a

9.1 The sub-committee received a verbal update from KE which provided an overview of a report which was to be considered by the Policy and Resources Committee on Monday, 30 July 2012. Discussions focused on the risks and financial implications associated with the proposal and members noted the complexities associated with the decision-making process which were to be reiterated to the Policy and Resources Committee where the matter was to be considered.

RESOLVED:

That the verbal update be noted.