

Minutes of the **General Purposes Committee**
of the **Test Valley Borough Council**
held in Conference Room 1, Beech Hurst, Weyhill Road, Andover
on 21 June 2017 at 4:00pm

Attendance:

Councillor I Hibberd (Chairman)	(P)	Councillor K Hamilton (Vice Chairman)	(P)
Councillor N Adams-King	(P)	Councillor P Hurst	(P)
Councillor G Bailey	(P)	Councillor I Jeffrey	(A)
Councillor A Dowden	(P)	Councillor C Lynn	(-)
Councillor M Flood	(P)	Councillor P North	(P)
Councillor P Giddings	(P)		

47

Minutes

Resolved:

That the minutes of the meeting held on 21 December 2016 be confirmed and signed as a correct record.

48

Staff Pay Award for 2017/18

Consideration was given to a report of the Chief Executive which addressed the pay claim submitted by the trade union for the year 2017/18.

The Council's approved budget for 2017/18 contained provision for a potential pay award.

The report recommended the following:

- An increase of 2.5% on all points of TVBC's Pay Scales (except apprentices).
- The Council's lowest pay point will exceed £8.45 per hour for all employees (except apprentices).

The claim referred to the Living Wage set by the charitable Living Wage Foundation and since 2014/15 the Council had structured its pay arrangements so that the actual lowest pay point matched or exceeded the level of the LWF Living Wage in force at the relevant time for all employees (except apprentices).

The issues of being a high performing council, motivating and valuing staff and competitiveness in the market place relate directly to the Council's Vision to be an organisation of excellence committed to improving the quality of life of all people of Test Valley. Inevitably, they must be balanced against the Council's duties to be prudent in its use of public funds.

The 2017/18 budget made provision for a 1.5% pay award in the salary budgets at a cost of £253,000. In addition to this, a sum of £162,000 was allocated in Corporate Contingencies. In total therefore, there was a cash-limited sum of £415,000 available for pay awards without creating a budget pressure. The Head of Finance advised that the £5000 pressure generated by a 2.5% pay award could be met without problems from the remainder of the contingencies provision.

Resolved:

That a pay increase be awarded to staff with effect from 1 April 2017 in accordance with the recommendation in paragraph 8.2 of the report.

49

Appointments Sub-Committee

The Chief Executive advised the Committee that the interviews for the Head of Housing and Environmental Health would take place on 27 June 2017. In order to meet the legal requirement to publish an agenda, the Chief Executive took an urgent decision to establish an Appointments Sub-Committee to appoint the Head of Housing and Environmental Health of which the membership was to be determined by this Committee.

Resolved:

1. **To endorse the Chief Executive's exercise of his delegated authority on the 14 June 2017 to establish an Appointments Sub-Committee for 27 June 2017, to appoint the Head of Housing and Environmental Health (in order to ensure that sufficient notice was given of the meeting to comply with legal requirements).**
2. **To approve the membership of the Appointments Sub-Committee scheduled for 27 June 2017, as follows;**

Councillors Hibberd, Flood and Dowden.
3. **That, in accordance with the Council's custom and practice, the relevant Portfolio Holder (namely Councillor Bundy) be invited to join the Appointments Sub-Committee in an advisory (but non-voting) capacity, because he is not a member of this Committee.**

50

Scheme of Delegations to Officers

Consideration was given to a report of the Head of Legal and Democratic Services which sought approval of the Council's Scheme of Delegations to Officers as far as it applies to this Committee.

Resolved:

That the Scheme of Delegations to Officers annexed to the report to Annual Council and subsequently amended at the Leader’s Decision Day, insofar as it applies to the powers and duties of the General Purposes Committee, be approved.

51 General Purposes Committee – Appointment of Sub-Committees

Consideration was given to a report of the Head of Legal and Democratic Services which sought the establishment of a Redundancy Appeals Sub-Committee and an Employment Appeals and Ethics Sub-Committee.

Resolved:

- 1. That a Redundancy Appeals Sub-Committee of the General Purposes Committee be established comprising four members to deal with redundancy appeals and that Councillors Bailey, Hamilton, Hibberd and Hurst be appointed to the Sub-Committee.**
- 2. That and Employment Appeals and Ethics Sub-Committee of the General Purposes Committee be established comprising five members to deal with all other appeals to members by staff relating to employment matters (save for redundancy matters) as well as matters of an ethical nature concerning Members as delegated on 25 July 2012, and that Councillors Bailey, A Dowden, Hamilton, Jeffrey and Lynn be appointed to the Sub-Committee.**

52 Exclusion of the Public

Resolved:

That pursuant to Regulation 4 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012, the public be excluded from the meeting for the consideration of the following matters on the grounds that they involve the likely disclosure of exempt information as defined in the following Paragraph of Part 1 of Schedule 12A of the Local Government Act 1972, as amended, indicated below. The public interest in maintaining the exemption outweighs the public interest in disclosing the information for the reason given below:

Temporary Market Supplements

Paragraph 1, 3 and 4

It is considered that this report contains exempt information within the meaning of paragraph 1, 3 and 4 of Schedule 12A of the Local Government Act 1972, as amended. It is further considered that the public interest in maintaining the exemption outweighs the public interest in disclosing the information because the report contains personal information relating to employees of the Council.

53

Temporary Market Supplements

Consideration was given to a report of the Corporate Director which followed the recent changes to the IR35 intermediary rules which effect public sector organisations. The report set out options for responding to these changes and recommended a way forward.

Resolved:

That the Chief Executive be authorised, in consultation with the Head of Finance and the Finance Portfolio Holder, to approve the payment of a temporary market supplement to temporary employees of the Council in the event that there is a sound business case to do so.

(Meeting terminated at 4.54pm)