

Minutes of the **General Purposes Committee**
of the **Test Valley Borough Council**
held in Conference Room 1, Beech Hurst, Andover
on Wednesday 20 June 2018 at 4.00 pm

Attendance:

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

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Minutes

Resolved:

That the minutes of the meeting held on 18 April 2018 be confirmed and signed as a correct record.

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Staff Pay Award for 2018/19

Consideration was given to a report of the Chief Executive which addressed the pay claim submitted by the trade union for the year 2018/19.

The Council's approved budget for 2018/19 contains 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 £8.75 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 related directly to the Council's Vision to be an organisation of excellence committed to improving the quality of life of all the people of Test Valley. Inevitably, they must be balanced against the Council's duties to be prudent in its use of public funds.

The 2018/19 budget made provision for a 1.5% pay award in the salary budgets at a cost of £264,000. In addition to this, a sum of £202,000 was allocated in Corporate Contingencies. In total therefore, there was a cash-limited sum of £466,000 available for pay awards without creating a budget pressure.

Resolved:

1. That a pay increase of 2.5% on all points of TVBC's Pay Scales (except apprentices) be awarded to staff with effect from 1 April.
2. That the lowest pay point will exceed £8.75 per hour for all employees (except apprentices)

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Appointment of Sub-Committees

Consideration was given to a report of the Head of Legal and Democratic Services which requested that Sub-Committees be set up to deal with appeals.

The Appeal Procedure Rules for appeal hearings for both the Committee and Sub-Committees will be those relevant to the appeal as set out in the Council's Personnel Policies and Procedures current at the time the appeal is made.

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 an 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 Cockaday be appointed to the Sub-Committee.

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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, in so far as it applies to the powers and duties of the General Purposes Committee, be approved.

(Meeting terminated at 4.25 pm)