

MINUTES OF THE MEETING OF THE STAFFING COMMITTEE

Held on Wednesday 19th October 2022 at 6.00pm

PRESENT: Cllr John Haywood, Chairman
Cllr Gareth Deboos, Town Mayor
Cllr Jeremy Heron, Chairman of Policy & Finance Committee

IN ATTENDANCE: Mr Chris Wilkins, Town Clerk
Mrs Jo Hurd, Deputy Town Clerk

ABSENT: Cllr Gloria O'Reilly
Cllr Glenys Turner

S/0086 PUBLIC PARTICIPATION

There were no members of the public present.

S/0087 APOLOGIES FOR ABSENCE

Apologies for absence had been received from Cllrs O'Reilly and Turner.

S/0088 DECLARATIONS OF INTEREST

No interests were declared.

S/0089 MINUTES OF THE PREVIOUS MEETING

RESOLVED: That the minutes of the meeting held on 14th September 2022, having been circulated, be approved and signed by the Chairman as a correct record.

S/0090 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED: That, in accordance with section 1(2) of the Public Bodies (Admission to Meetings) Act 1960, the press and public were excluded because publicity would be prejudicial to the public interest by reason of the confidential nature.

S/0091 REGRADEING OF STAFF POSTS

Members considered the Town Clerk's report (*Confidential Annex A*), with recommendations arising from the Committee's previous consideration of the consultant's report on re-grading of staff posts (*S/0084 refers*).

Members concerns had been discussed with the consultant, and a number of options were presented for discussion.

Members agreed the revised pay scales would ensure that all staff were being paid a fair wage, consistent with the staffing structure and in line with councils of a similar size.

RESOLVED:

- 1) That the consultant's recommendation to specify a four-point pay scale range for each post, linking pay progression to a new Performance Management Plan, be approved.
- 2) That the revised pay scales as agreed at the meeting be approved.
- 3) That the revised pay scales be backdated to 1st April 2022.
- 4) That no increments be awarded in 2023/24 in order to allow a new Performance Management Plan to be introduced.
- 5) That Cllrs Deboos, Haywood and Heron be appointed to an Appeals Panel to settle any appeals if required.

ACTION C Wilkins

There being no further business, the Chairman closed the meeting at 6.47pm.

Note: The text in the Action Boxes above does not form part of these minutes.

RECEIVED
26th October 2022

APPROVED
15th March 2023

TOWN MAYOR

COMMITTEE CHAIRMAN