

Staff Appointments & Review Panel – 23 July 2024



Minutes of the meeting of the Staff Appointments & Review Panel held on 23 July 2024 when there were present:-

Chair: Cllr D Blackwell

Cllr M Fuller
Cllr T Gibson

Cllr K Knott
Cllr S Mountford

VISITING MEMBERS

Cllr R Savage

APOLOGIES FOR ABSENCE

Apologies for absence were received from Cllrs B Campagna and W Gibson.

OFFICERS PRESENT

A Hutchings	- Chief Executive
C Adlem	- Director, Corporate & Customer
A Law	- Assistant Director, Legal & Democratic Services
M Smith	- Assistant Director, People & Engagement

9 DECLARATIONS OF INTEREST

There were none.

10 MINUTES

The Minutes of the meeting held on 27 February 2024 were agreed as a correct record and signed by the Chair.

11 TRANSFORMING TOGETHER PROGRAMME CLOSURE REPORT

The Panel considered the report of the Assistant Director, People & Engagement providing an update and oversight on the closure of the Council's Transforming Together (TT) programme.

Staff Appointments & Review Panel – 23 July 2024

Cllr Mountford asked for a summary of savings as a result of the Transformation programme. The information was not available at the meeting but would be provided to Members after the meeting.

Cllr Fuller asked about why the recruitment process for the Assistant Director for Waste and Recycling was so lengthy. It was explained that the post had now been recruited to but recruitment to posts depended on market conditions and timing. The Council also needed to ensure that the right candidate was in place for the role.

Cllr Blackwell asked how the Council engaged the staff in the Transformation project. The Chief Executive explained that, aside from internal emails and briefings, there was a Key Change Champions group who were proactively involved in producing the staff Newsletter, Connect.

Resolved

That the panel note the contents of the report.

12 JOB EVALUATION PROJECT UPDATE

The Panel considered the report of the Assistant Director, People & Engagement providing an update and oversight on the progress of the Job Evaluation (JE) project.

The Panel were informed that the appeals process was completed and it supported the fact that the Job Evaluation programme was robust and proper. Subject to Trade Union approval, the Council anticipated implementing the new pay grade scheme from 1 September 2024. However, the Unions would need to ballot their members as to whether to accept the proposals which, depending on the ballot outcome, could result in the implementation date being delayed.

There had been full transparency around pay grades for staff and, understandably, it had been difficult for those staff who had received a decrease in pay. The Council, especially managers, have been providing full support to staff where needed.

The Panel noted that to have no scheme in place would perpetuate potential pay inequality.

Resolved

That the Panel notes the contents of the report.

Staff Appointments & Review Panel – 23 July 2024

The meeting closed at 7.25 pm.

Chair

Date

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