

DONCASTER METROPOLITAN BOROUGH COUNCIL
CHIEF OFFICERS' APPOINTMENTS AND CONDITIONS OF
SERVICE COMMITTEE

16TH SEPTEMBER, 2008

A MEETING of the CHIEF OFFICERS' APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE was held at the MANSION HOUSE, DONCASTER on TUESDAY, 16TH SEPTEMBER, 2008 at 9.30 a.m.

PRESENT:

Chair – Councillor Joe Blackham

Councillors Jill Arkley-Jevons, Patricia Bartlett, Tony Brown, Bob Ford, Cliff Hampson, Ros Jones, John McHale, Chris Mills, Margaret Pinkney and Tony Sockett.

ALSO IN ATTENDANCE

Martin Denny, Local Government Employers (LGE)

APOLOGIES

Apologies for absence were received from the Vice-Chair Councillor Craig Sahman, Councillors Paul Coddington and Carol Williams

17. DECLARATIONS OF PERSONAL OR PREJUDICIAL INTEREST, IF ANY

No declarations were made at the meeting.

18. MINUTES OF THE MEETING HELD ON 24TH JULY, 2008

RESOLVED that the Minutes of the meeting held on 24th July 2008, be approved as a correct record and signed by the Chair.

19. EXCLUSION OF PUBLIC AND PRESS

RESOLVED that the Public and Press be excluded from the remainder of the meeting in accordance with Section 100(A)(4) of the Local Government Act 1972, as amended, on the grounds that exempt information as defined in Paragraphs 1 and 2 of Schedule 12A of the Act is likely to be disclosed.

20. RESTRUCTURE OF TOP TIER MANAGEMENT (EXEMPTION CATEGORIES 1 AND 2)

At the Committee's meeting held on 24th July 2008, Members resolved to defer consideration of the two reports which related to the Restructure of Top Tier Management and the Revised Salary Conditions for Officers on Chief Officer Terms and Conditions, to enable Officers to produce a single, in-depth report which would provide clarity on a number of issues raised by Members, particularly with regard to the financial aspects of the restructure of the top tier of management, assimilations of Chief Officers and the proposed pay structure.

In presenting the revised report, the Managing Director explained the rationale for the restructure stating that it was now in line with the Local Area Agreement (LAA) structure. Alongside the restructure, the decision was also made to implement a robust job evaluation system for all chief officer posts and Martin Denny from the Local Government Employers (LGE) was in attendance to outline the evaluation scheme applied and provide details of the recommended pay structure.

During the course of their debate, Members discussed officers' progression within the grade for the post; assimilation to the new pay structure and the effects of any VR/VER on the actuary. Members felt that they could not agree the new pay structure in its current form and they requested that a five point incremental scale per grade be considered together with a fixed percentage increase between each increment. In addition, a request was made to receive comparative data on equivalent Chief Officer posts within the region.

RESOLVED that the meeting stand adjourned at 11.00 a.m. and be reconvened on the rise of the Extraordinary Council meeting on Wednesday 24th September, 2008 to enable Members to receive further information in relation to:

- (i) the revised salary scale to incorporate a five point incremental scale per grade together with a fixed percentage increase between each increment,
- (ii) the effects of any VR/VER on the actuary; and
- (iii) comparative data for equivalent Chief Officer posts within the region.