
Meeting	Staffing Matters & Urgency Committee
Date	5 August 2013
Present	Councillors Alexander (Chair), Fraser, Gillies, Runciman (Substitute for Councillor Aspden) and Horton (Substitute for Councillor Boyce)
Apologies	Councillors Aspden and Boyce
In Attendance	Councillor Warters

Part B- Matters Referred to Council

25. Changes to Terms and Conditions of Chief Officers

Members considered a report which set out proposed arrangements for the introduction of a market supplement policy for Chief Officers.

The report also sought agreement to commence consultation with Staff and Trade Unions regarding a proposed 4 day reduction to annual leave entitlement and to introduce a link between incremental progression and the Chief Officer Performance Development Review (PDR) process. It was envisaged that these proposed changes would be introduced by April 2014 to align with the next round of PDR meetings.

Officers recommended that a Market Supplement policy was needed to address a disparity between the Chief Officers and Local Government staff, as Local Government staff already had a market supplement policy.

It was stated that a market supplement policy would, in very specific circumstances, allow CYC to attract and retain the highest quality staff in circumstances when it could be demonstrated that CYC were paying below the market rate for a particular role.

Some Members expressed concerns about the Market Supplement policy questioning whether its usage would set a precedent. In addition, they questioned how much implementation would cost and who would be affected.

Further concerns were raised regarding the removal of automatic increments and the replacement of these with Performance Related Pay. Members felt that Performance Related Pay should only be introduced for Chief Officers.

Other Members agreed with the recommendations in the report and felt that a market supplement policy was the most effective and cheapest way of helping to retain and attract people of a high calibre to work in York. They added that the policy should only be used in exceptional circumstances.

Recommended: That a market supplement policy for Chief Officers be recommended to Full Council for agreement and implementation as set out in the report.

Reason: In order for there to be flexibility within the Chief Officer terms and conditions in order for us to respond to market forces and recruit and retain talented staff.

Councillor J Alexander, Chair
[The meeting started at 1.00 pm and finished at 1.40 pm].