
MEETING	STAFFING MATTERS & URGENCY COMMITTEE
DATE	20 DECEMBER 2010
PRESENT	COUNCILLORS WALLER (CHAIR), RUNCIMAN (VICE-CHAIR), ALEXANDER, FRASER AND GILLIES

29. DECLARATIONS OF INTEREST

Members were invited to declare at this point in the meeting any personal or prejudicial interests they might have in the business on the agenda.

Cllr Alexander declared a personal interest in agenda item 6, 7 and 8 (Minutes 34, 35 and 36 refer), as a member of the GMB.

Cllr Fraser declared an interest in the same items, as a member of the retired section of UNISON and the retired section of Unite (TGWU/ACTS sections).

30. EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That the press and public be excluded from the meeting during consideration of the annex to Agenda Item 8 (Redundancy), on the grounds that it contains information relating to individuals and to the financial affairs of particular persons, which is classed as exempt under paragraphs 1, 2 and 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

31. MINUTES

RESOLVED: That the minutes of the Staffing & Urgency Committee meeting held on 6 December 2010 be approved and signed by the Chair as a correct record.

32. PUBLIC PARTICIPATION

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

33. ACQUISITION OF AN INDUSTRIAL UNIT AT BIRCH PARK

Members considered a report which sought approval to add £525k to the 2010/11 Capital Programme, to enable the Council to acquire premises at

Unit 4, Birch Park and lease them to the York Museums Trust (YMT) for the provision of additional storage space.

The matter had been referred to the Committee following consideration by Council on 9 December of a recommendation made by the Executive on 16 November to add this sum to the Capital Programme. This followed representations made to the Council meeting by the current tenant of the premises, stating that he had bid to buy the unit and that its purchase by the Council would force the closure of his business. Further details of the background to this issue were circulated to Members at the meeting.

It was noted that the original report to Executive had contained information obtained and supplied in good faith by YMT, indicating that the current tenant was re-locating his business to Leeds.

RESOLVED: (i) That no action be taken by Officers to progress the inclusion of £525k in the Capital Programme in order to acquire the premises at Birch Park mentioned in the report.

(ii) That Officers work with both York Museums Trust and Joshua Barrington / Technoprint to meet their accommodation requirements and the retention of employment in York.¹

REASON: To enable the matter to be resolved in commercial arena, as is appropriate in the circumstances.

Action Required

1. Take action to work with Joshua Barrington/Technoprint CC
as agreed

34. CHIEF OFFICER PAY - INFORMATION ONLY REPORT

Members received a report which informed them of the outcome of an analysis of the Council's current pay rates for Chief Officers.

The current grading structure for the Chief Executive was from £130k to £145k, which was around average for Unitary Chief Executives but low when compared to the regional picture. For Directors, the current structure was from £88,080 to £102,766, which was in the lower quartile for City Strategy, C&NS and CBSS roles. Chief Executive pay levels had not changed since October 2007 and Director pay levels had not changed since April 2008. Market data for Assistant Director roles showed that the current pay structure did not appear to be aligned to the market.

It was noted that the pay multiples for all Chief Officer roles in York were well below the 20 to 1 maximum pay multiple examined by the government's Fair Pay Review in their interim report. The final report, due in March 2011, would provide recommendations in respect of this and the other issues discussed in the interim report.

RESOLVED: That the report be noted.

REASON: For information.

35. CHIEF OFFICER PAY PROGRESSION

Members considered a report which proposed changes to the progression of Chief Officer pay, in order to link incremental progression to performance.

During the discussion, a proposal was put forward that Assistant Director pay be reduced from the current Chief Officer Group 10 grade to Chief Officer Group 9.

The Committee discussed the proposal and agreed to receive a full report on its financial and non-financial implications.

RESOLVED: (i) That consideration of the report on performance related pay be deferred.

(ii) That a report be received on 7 February 2011 setting out the implications of reducing Assistant Directors' pay to Chief Officer Group 9¹

REASON: To enable all implications, including the financial impact and risks, and potential savings, to be properly explored and presented.

Action Required

1. Prepare report for 7 February meeting containing the required information CT

36. REDUNDANCY

Members considered a report which informed them of the expenditure associated with the proposed dismissal of an employee on the grounds of redundancy.

Details of the case, and its implications, were circulated at the meeting as an exempt annex to the report. The case concerned a voluntary redundancy and no discretionary enhancement was proposed.

RESOLVED: That the expenditure associated with the proposed dismissal of the employee on the grounds of redundancy, as detailed in the annex, be noted.

REASON: In order to confirm that the Committee has been informed of this expenditure.

A WALLER, Chair

[The meeting started at 12.00 pm and finished at 12.45 pm].