

Notice of meeting of

Staffing Matters & Urgency Committee

To: Councillors Waller (Chair), Runciman (Vice-Chair),
Alexander, Fraser and Gillies

Date: Monday, 20 December 2010

Time: 12:00 noon

Venue: The Guildhall

AGENDA

1. Declarations of Interest

At this point, Members are asked to declare any personal or prejudicial interests they may have in the business on this agenda.

2. Exclusion of Press and Public

To consider the exclusion of the press and public from the meeting during consideration of the annexes to Agenda Item 8 (Redundancy), on the grounds that they contain information relating to individuals and the financial affairs of particular persons. This information 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).

3. Minutes (Pages 3 - 4)

To approve and sign the minutes of the meeting of the Staffing Matters & Urgency Committee held on 6 December 2010.

4. Public Participation

At this point in the meeting members of the public who have registered their wish to speak regarding an item on the agenda or an issue within the Committee's remit can do so. The deadline for registering is **5.00 pm on Friday, 17 December 2010**.

5. Acquisition of an Industrial Unit at Birch Park (Pages 5 - 10)

This report asks Members to approve the addition to the Capital Programme in 2010/11 of £525k in relation to the acquisition of premises on behalf of the York Museums Trust, subject to satisfactory terms being agreed.

6. Chief Officer Pay - Information only Report (Pages 11 - 18)

This report provides Staffing Matters and Urgency Committee with the outcome of an analysis of Chief Officer pay.

7. Chief Officer Pay Progression (Pages 19 - 22)

This report proposes changes to Chief Officer pay progression, to link incremental progression to performance. This matter is considered to be urgent due to the need to undertake consultation, amend contracts of employment and design the necessary performance assessment process prior to 1st April 2011.

8. Redundancy (Pages 23 - 24)

This report advises Members of the expenditure associated with the proposed dismissal of a number of employees on the grounds of redundancy. Details of the individual cases will be circulated to Members at the meeting.

9. Any Other Matters which the Chair decides are urgent under the Local Government Act 1972.

Democracy Officer:

Name: Fiona Young

Contact details:

- Telephone – (01904) 551027
- E-mail – fiona.young@york.gov.uk

For more information about any of the following please contact the Democracy Officer responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports

Contact details are set out above.

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Scrutiny Committees

The purpose of all scrutiny and ad-hoc scrutiny committees appointed by the Council is to:

- Monitor the performance and effectiveness of services;
- Review existing policies and assist in the development of new ones, as necessary; and
- Monitor best value continuous service improvement plans

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City of York Council

Committee Minutes

MEETING	STAFFING MATTERS & URGENCY COMMITTEE
DATE	6 DECEMBER 2010
PRESENT	COUNCILLORS WALLER (CHAIR), RUNCIMAN (VICE-CHAIR), ALEXANDER, GILLIES AND SIMPSON-LAING (SUBSTITUTE)
APOLOGIES	COUNCILLOR FRASER

24. 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 Simpson-Laing declared a personal interest in agenda item 5 (Redundancy), as a member of UNISON. Cllr Alexander declared a personal interest in the same item, as a member of the GMB.

25. EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That the press and public be excluded from the meeting during consideration of the annexes to Agenda Item 5 (Redundancy), on the grounds that they contain 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).

26. MINUTES

RESOLVED: That the minutes of the Staffing Matters & Urgency Committee meeting held on 22 November 2010 be approved and signed by the Chair as a correct record.

27. PUBLIC PARTICIPATION

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

28. REDUNDANCY

Members considered a report which advised them of the expenditure associated with the proposed dismissal of a number of employees on the grounds of redundancy.

Details of the three individual cases were circulated at the meeting, as exempt annexes to the report. All related to voluntary redundancies and no discretionary enhancements were proposed.

Members requested that in future the annexes include details of whether or not each redundancy had arisen from the Council's Organisation Review and which department would bear the costs of the redundancy.

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

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

A WALLER, Chair

[The meeting started at 12.30 pm and finished at 12.45 pm].



Staffing Matters and Urgency Committee

22 December 2010

Report of the Assistant Director (Communities and Culture)

Acquisition of an Industrial Unit at Birch Park**Summary**

1. This report asks members to approve the addition to the 2010/11 Capital Programme of £525k to enable the acquisition of premises to provide museums storage.

Background

2. In considering the Capital Programme Monitor 2 on 22 November 2010, the Executive agreed to “recommend to Full Council the addition to the Capital Programme in 2010/11 of £525k in relation to the acquisition of premises on behalf of the York Museums Trust subject to satisfactory terms being agreed and that the agreement of such appropriate terms, conditions and repayment period be delegated to the Director of CBSS”.
3. A request had been made by York Museums Trust (YMT) to the Council to purchase premises at Birch Park in order to provide much needed additional storage space that will allow the rationalisation and improvement in quality of the city’s museum collections stores. The scheme would allow rationalisation of existing leased buildings and greater development potential in the future.
4. Council, at its meeting on 9 December, deferred a decision to this committee following representation by the current tenant of the premises who informed Council that he had bid to buy the unit and argued that it would not be appropriate for the Council to buy the unit as it would force the closure of his business with consequent redundancies.

The Proposal

5. The Council owns Unit 5 Birch Park, which is currently leased by York Museums Trust (YMT) for use as storage facility. In November it came to the Council’s attention that the freehold of Unit 4 (8,456 sq ft) was advertised by a local property agent at an asking price of £550k. The Council made an offer of £525k and this was accepted by the vendor.
6. It is proposed that the acquisition of the unit is funded by Council prudential borrowing with the associated costs (that is the repayment of the debt and associated interest cost) to be paid for from the Communities and Culture revenue budget. As an indicative guide the repayment of £525k over a 15 year period will be approximately £49k per annum. The unit will be leased to YMT

with the rent being used to cover the borrowing costs so that the net cost to the Council will be nil.

7. YMT are prepared to lease the building for 15 years on a full repairing basis, at an annual rental of £49k, which reflects the repayments necessary to pay back the amount borrowed by the Council over the 15 year period. The intention would be, at the end of the term, to renew the lease at a peppercorn rent in line with other buildings leased by YMT from the Council.
8. YMT are very keen that the Council should acquire the property at Birch Park and lease it to them for a number of reasons:
 - ⇒ The Council has been seeking, since 1997, to improve the quality of its stores which fall short of the standard that is required to safely house our collections. A number of partnership schemes involving external funding bids have come to nothing. Although YMT has worked hard to improve storage since its inception, for example handing the Darnborough Street store back to the Council for redevelopment, it has not been able to deliver a complete solution. This leaves the city's collections, "designated" as of national importance vulnerable to decay
 - ⇒ The existing store at Birch Park has subsequently been the subject of two failed Heritage Lottery Fund bids by YMT to fund an extension. Such an extension, had it been delivered, would have cost more and provided less floor area, than the current proposed purchase
 - ⇒ The Council already owns the adjacent plot. This means that a feasible plan can be created to extend the accommodation by joining the two units together. This makes extension affordable for the first time and provides the potential to meet the wider needs of the city's collections
 - ⇒ There are urgent and increasing pressures on Trusts storage capacity due the gift of a major and valuable ceramics collection to the city and the need to rationalise the city's archaeological remains currently held by York Archaeological Trust
 - ⇒ YMT currently spend well over £50k per annum on renting stores. This will have to increase again if this purchase falls through. There is potential to consolidate onto the Birch Park site to considerably rationalise, and possibly eliminate, this annual spend.
 - ⇒ YMT already have a verbal commitment from the Museum Libraries and Archives Council to put substantial sums next year into the fit-out and development of the Birch Park site should we be able to acquire it. There is also significant potential to lever in investment from other partners into the improved storage
9. If the Council do not wish to support YMT by purchasing this unit YMT are in a position to proceed on their own and acquire the unit. They have a mortgage offer to facilitate this; however, the potential future development scheme would be made more complicated if one unit were to be owned by the Council and the other by YMT. Furthermore, whilst YMT are fully able to acquire assets in their own right this is not something that was originally envisaged; assets are currently owned by the Council.

Representations by the current tenant

10. Mark Smee, owner of Joshua Barrington, the current user of Unit 4, made representations to Council on 9 December arguing that the Council should not acquire the premises. He has recently acquired the Technoprint business which was part of Sessions. The City Strategy Team has supported the current company, Joshua Barrington, in considering its accommodation requirements. The company contacted the team originally in July 2009 and then again in April 2010 looking for 2,500-5,000 sq. ft of industrial/warehousing. In June 2010 the requirement changed to 6,000-7,000 and the company said that the reports provided to them were exactly what they were looking for. In June the contact advised that he was now looking on behalf Mr Smee who had bought the commercial print division of Sessions and was wanting to consolidate it with Joshua Barrington at Birch Park. The team also supported Mr Smee in undertaking a property search on behalf of Technoprint over the summer. Since the current situation has occurred we have offered all assistance in working with Mr Smee to find alternative accommodation in the City.
11. The key issues surrounding this are as follows:
 - ⇒ In September Mr Smee wrote to the owner of Unit 4 at Birch park giving 3 months' notice to end the tenancy, at the same time setting out his intention to make an offer for the freehold. The owner therefore placed the property on the open market for sale. The asking price for the premises was £550k and it was therefore open to Mr Smee to meet that asking price
 - ⇒ The Council's bid is £525k. Neither Property Services nor YMT was aware of the interest of Mr Smee in this site and both have acted in good faith. We were, however, made aware by the agent that there are other offers for the unit. Mr Snee has confirmed his wish still to acquire the premises for his company; however, it should be noted that even were both the Council and YMT to withdraw their offers there is no likelihood of it being sold to Mr Smee
 - ⇒ It must be stressed that the vendor has acted with full integrity throughout. The Council has been informed that it was not his desire to sell the premises but the notice to quit left him no option. It should be noted that subsequent to accepting the Council's offer he has received a higher offer but declined this in order to honour the offer accepted

Options

12. The options are:
 - To approve the prudential borrowing so that the Council may acquire the unit
 - Not to approve the prudential borrowing

Analysis

13. If the Council acquires the unit it will enable satisfactory arrangements to be made for the city's collections and will potentially lever in significant external funding for the city. If the Council does not provide the funding it will leave YMT to acquire the unit using its own borrowing facilities, which will create difficulties

for the development project, or the unit is likely to be sold to another, unknown, bidder. It is therefore recommended that the Council's prudential borrowing is agreed.

Implications

Finance

14. The net cost to the Council of this acquisition is nil in revenue terms. The grant given to York Museum's Trust is £1,506,710 for 2010/11. The agreement is that funding will continue at this level to the end of 2012/13.
15. The Council loaned the Museums Trust £255k for improvement works to the Hospitium in Museum Gardens in 2009-10. The agreement is that they repay £8,330.67 per quarter and all payments to date have been honoured.
16. YMT have the resources to pay the proposed rental on the agreed lease. This lease agreement, set at current market prices, will be used to cover the repayments on the Council's prudential borrowing.

Legal

17. Legal implications are as set out in the report.

Property

18. The Council will acquire the freehold interest in the property and simultaneously lease the premises to York Museums Trust as detailed earlier in this report. Therefore, there will be no ongoing liabilities on the Council's part, except insuring the buildings, the cost of which will be recoverable from the Trust. It is the Corporate Landlord/Property Services view that the negotiated purchase price equates to the market value of the property.

Risk Management

19. YMT unable to meet the rental payments through loss of grant funding. This could be mitigated by selling the building and paying off any outstanding loan. In due course it is likely that the building will increase in value, thus helping to reduce the risk of financial loss being incurred by the Council.

Recommendations

20. Members are asked to:
 - approve the addition to the Capital Programme in 2010/11 of £525k in order to acquire premises to be leased to York Museums Trust, subject to satisfactory terms being agreed, and that the agreement of such appropriate terms, conditions and repayment period be delegated to the Director of CBSS
 - instruct officers to continue to offer support to Joshua Barrington / Technoprint to identify and meet their accommodation requirements

Reason: To secure adequate arrangements for the city's museum collections of designated national importance.

Contact Details

Authors:

Charlie Croft
Assistant Director (Lifelong
Learning & Culture)
(01904) 553371

Chief Officers responsible for the report:

Sally Burns
Director of Communities and Neighbourhoods
(01904) 552003

Report Approved

Date

Specialist Implications:

Louise Branford-White
Technical Finance Manager
(01904) 551187

Tim Bradley
Asset Manager
Property Services
(01904) 553355

Roger Ranson
Assistant Director
City Strategy
(01904) 551614

Wards Affected: All

For further information please contact the authors of the report

Background Papers:

Capital Programme Monitor 2 Report to Executive, 22 November, 2010

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Staffing Matters and Urgency Committee20th December 2010

Report of the Chief Executive

Chief Officer Pay – Information Only Report**Summary**

1. This report provides Staffing Matters and Urgency Committee with the outcome of an analysis of Chief Officer pay.

Background

2. For the avoidance of any confusion, the term 'Chief Officer' relates to any role within the scope of the Joint Negotiating Committee for Chief Officers of Local Authorities bargaining unit. In York this applies to Directors and Assistant Directors. However in considering Chief Officer pay it is also important to consider the pay level of the Chief Executive and as such details of the Chief Executive's pay are also included in this report.

Chief Executive pay

3. The current grading structure for the Chief Executive is from £130,000 to £145,000 with the following increments:
 - £130,000;
 - £133,750;
 - £137,500;
 - £141,250;
 - £145,000.
4. Incremental progression is partly performance based with half of the increment being awarded on a time served basis and half being dependant on the achievement of agreed outcomes.
5. The above pay levels have not changed since October 2007 when they were set as no cost of living pay awards have been made since prior to that time.

Director pay

6. The current grading structure for all Directors is from £88,080 to £102,766, with the following increments:
 - £88,080;

- £92,491;
- £96,883;
- £99,822;
- £102,766.

7. The above pay levels have not changed since April 2008 when they were set as no cost of living pay awards have been made since prior to that time.
8. Incremental progression is awarded on a time served basis. At present all Directors are at the top of the grade.

Assistant Director pay

9. The current grading structure for Assistant Directors is as follows:

Chief Officer Group 8 - £55,993 - £60,188

- £55,993;
- £57,262;
- £58,719;
- £60,188.

Chief Officer Group 9 - £60,188 - £66,068

- £60,188;
- £62,112;
- £64,012;
- £66,068.

Chief Officer Group 10 - £66,068 - £73,401

- £66,068;
- £68,413;
- £70,752;
- £73,401.

10. The above pay rates have not changed since April 2008 as no cost of living pay awards have been made for this staff group since that time
11. Incremental progression is awarded on a time served basis. At present the following number of Assistant Directors are on the following incremental levels:
 - £66,068 – 11;
 - £68,413 – 0;
 - £70,752 – 2;
 - £73,401 – 3.

Information / Update Provided

12. An analysis of the Council's current pay rates has been undertaken and shows the following.

Chief Executive

13. The Chief Executive's national conditions of service contain a pay framework, derived from an annual survey of the actual salary paid and maximum salary scale payable by each Local Authority in England and Wales as at 1st April.
14. In respect of Unitary Authorities, the 2008 framework showed the following:

Population Band	Average actual Salary	Maximum Salary
100,000 – 249,000	£145,076	£147,696

15. The latest Salaries and Numbers Survey undertaken by the LGE, published in October 2009 relating to the 2008/09 year shows the average grade maximum basic salary for Chief Executives as follows:
- Counties = £175,005;
 - Districts = £103,263;
 - London Boroughs = £181,096;
 - Met districts = £154,875;
 - Unitaries = £141,476.
16. As can be seen, City of York Council is paying around the average for Unitary Chief Executives. The regional picture however shows that York is the lowest paying single tier Council with the salaries ranging between £228k and £160k, with the lower quartile maximum being £144,416 and the average maximum salary being £158,962.
17. In addition, the current Chief Executive, due to her position on the salary range, is paid circa £11k below average with progression through the grade already related to performance. In addition the Chief Executive has already voluntarily waived her contractual right to the performance related element of incremental progression in recognition of the extraordinary circumstances the Council faces in managing public sector funding reductions and in order to lead by example.

Directors

18. The market data for Director roles show that the current Director salary scale is lower quartile for the City Strategy, C&NS and CBSS roles, although even then only at the top end of the grade, as follows:

	Upper Quartile	Median	Lower Quartile
Director of Adult, Children & Education	140,000	125,000	115,000
Director of City Strategy	126,000	115,000	102,000
Director of Communities & Neighbourhoods	126,000	115,000	102,000
Director of Customer & Business Support Services	126,000	115,000	102,000

19 The above table uses the following market quartile definitions:

- Upper Quartile: 25% of the organisations in the survey pay more, and 75% pay less;
- Market Median: 50% of the organisations pay more, and 50% pay less;
- Lower Quartile: 75% of the organisations pay more, and 25% pay less.

Assistant Directors

20. The market data for Assistant Director roles show that the current pay structure does not appear to be aligned to the market as there are significant differences between the current minimum and maximum salaries and those salaries paid to roles of the equivalent job size. Only Chief Officer grade 10 is aligned to the market, albeit lower quartile (to median), as follows:

	Upper Quartile	Median	Lower Quartile
Adult Provision and Transformation	84,700	77,700	70,600
Environment			
Housing and Public Protection			
Children's Specialist Services	81,500	74,100	67,000
Adult Assessment and Safeguarding			
Strategic Lead for School Planning and Organisation			
Education			
Communities and Culture			
Planning and Sustainable Development			

Strategic Planning and Transport			
Economy and Asset Management			
Customers and People			
Policy, Performance and Partnerships			
Integrated Commissioning	78,800	71,000	64,000
Legal and Governance			
Financial Services			

21. In considering the pay of senior managers, an organisation needs to take into account several factors:
- the market pay data and the competitiveness of the recruitment market;
 - the relativity of the salary levels to each other and the Chief Executive;
 - affordability;
 - the need to retain key staff and the costs associated with recruiting replacements should any staff leave.
22. At the current time the general context of public pay also needs to be taken into account, namely:
- the current political climate around public sector pay, particularly that of senior officers;
 - the economic and market climate, which is currently very tight;
 - that Chief Officer salaries have not increased since 2008;
 - equity and fairness and the consistency of treatment with other staff groups;
 - other increases in the cost of living, for instance VAT is increasing in January 2010, there will be a rise in employee national insurance contributions of 1% in April 2011 and an anticipated rise in employee pension contributions around the same time, all affecting disposable income;
 - reputation with the possibility of being seen as looking after those at the top of the organisation;
 - timing with the CSR leading to increased redundancies;
 - employee relations issues and the reaction of trade unions to any proposals.

23. In addition, Members will be aware that the coalition Government has commissioned Will Hutton to analyse whether a 20 to 1 pay multiple might be justified as promoting fairness in public sector pay over and to what extent it might contribute to changed social norms about pay in the private sector.
24. On 1 December 2010, the Fair Pay Review published its Interim Report. The report reached no final conclusions rather it explored the role of a maximum pay multiple in containing pay dispersion, and offered the view that the appropriate level for a maximum pay multiple (20 to 1 or otherwise) would depend upon how the multiple is designed. The interim report discussed a range of different design options, which will be developed further to produce detailed recommendations for the Fair Pay Review's final report due early in 2011.
25. The interim report concluded that the public sector must create value for citizens by attracting and retaining talented individuals, otherwise it will become a second class sector of the economy, but also must be vigilant about ensuring value for money. In this context the interim report laid down some fair pay principles which will be used to underpin a framework for fairness in senior remuneration, as follows:
 - real proportionality between pay and individual contribution – individuals should be rewarded for their own performance, with top executives prevented from scooping the pool;
 - fair process – pay should be set according to consistent rules applied equally to all, independent decision-making and opportunities for staff to make their case;
 - transparency – pay outcomes should be openly disclosed and justified to staff and the public.
26. While it remains to be seen if a 20:1 pay multiple is recommended in the final report, the current pay multiples of the Council's Chief Executive and Chief Officers is as follows:
 - Chief Executive
 - Current pay: 10.8:1
 - Top of scale: 12:1
 - Directors
 - Bottom of scale: 7.3:1
 - Top of scale: 8.5:1
 - Assistant Directors (CO Gp 10)
 - Bottom of scale: 5.5:1
 - Top of scale: 6.1:1
27. The final Hutton report is due in March 2011 and will provide recommendations around all of the issues discussed in the interim report.

Consultation

28. This matter has been the subject of some high level discussion with UNISON.

Corporate Priorities

29. Reviewing and establishing the councils position in respect of Chief Officer pay is an important element for assessing its ability to maintain an effective senior management team and as such support the corporate priority of Effective Organisation.

Implications

30. Any implications arising from the issues raised in this information report will be addressed within any associated decision making reports required in the future.

Risk Management

31. The specific risks surrounding the issues contained in this report are highlighted in the analysis of the options. In summary, the risks associated with the recommended option are financial, legal, operational and reputational.

Recommendations

32. This report is for public and Member information only.

Contact Details

Author:

Chris Tissiman
Head of Strategic Workforce Planning
and Resourcing
Human Resources
Ext 1715

Chief Officer Responsible for the report:

Kersten England
Chief Executive

Report Approved

Date 14th December
2010

Kersten England
Chief Executive

Report Approved

Date 14th December
2010

Specialist Implications Officer(s):

Wards Affected: *List wards or tick box to indicate all*

All

For further information please contact the author of the report

Background Papers:

Hutton Review of Fair Pay in the public sector: interim report. December 2010,
http://www.hm-treasury.gov.uk/indreview_willhutton_fairpay.htm

Annexes: None

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Staffing Matters and Urgency Committee20th December 2010

Report of the Chief Executive

Chief Officer Pay Progression**Summary**

1. This report proposes changes to Chief Officer pay progression, to link incremental progression to performance. This matter is considered to be urgent due to the need to undertake consultation, amend contracts of employment and design the necessary performance assessment process prior to 1st April 2011.

Background

2. For the avoidance of any confusion, the term 'Chief Officer' relates to any role within the scope of the Joint Negotiating Committee for Chief Officers of Local Authorities bargaining unit. In York this applies to Directors and Assistant Directors.
3. Currently pay progression for Chief Officers is based on time served in the role. At present all Directors are at the top of the grade and the following number of Assistant Directors are on the following incremental levels:
 - Level 1 – 11;
 - Level 2 – 0;
 - Level 3 – 2;
 - Level 4 – 3.

Consultation

4. This matter has been the subject of some high level discussion with UNISON but the detailed issues contained in this report will need to be subject to consultation with the trade unions and the affected staff themselves before a final decision can be taken.
5. Time served incremental progression is an express contractual term. As such it can not be unilaterally varied and can only be amended by agreement, either through a collective agreement with the relevant trade unions (UNISON and the GMB) or by agreement with the individuals themselves. It is therefore proposed that Staffing Matter and Urgency Committee provide the Chief Executive, as Head of Paid Service, with a mandate to implement the final outcome of the consultation, subject to that outcome meeting the high level policy intention of linking incremental progression to performance.

Options

Option 1: Retain time served incremental progression

Option 2: Retain incremental progression but linked to performance

Analysis

Option 1: Retain time served incremental progression

6. The current use of time served incremental progression is outdated and in need of reform. Such pay mechanisms reward time in a role and, theoretically, experience, but without any direct link to performance of either the postholder or their team.

Option 2: Link incremental progression to performance

7. There are many options for performance based pay and it is possible operate a scheme which would link incremental progression to performance and ensure that progression is dependant on the achievement of set targets, either individual, team, organisational, or a combination therein.
8. In order to take a performance based progression arrangement forward, the Council would need to develop a robust and credible performance management system and identify objectives and behaviours, using key performance indicators, for both individuals and teams. It could be that performance is assessed against both individual and team performance with an appropriate percentage split to incentivise each element. in order to incentivise and encourage corporate working and improvement.
9. It should however be noted that all four Directors are at the top of their grade, as are four out of sixteen Assistant Directors. This leaves no further scope for incremental progression and could eventually lead to all Chief Officers with no performance related element of their pay.

Corporate Priorities

10. The actions being proposed in this report are designed to support the Council's corporate priority "Effective Organisation" and are consistent with the required outcomes of the More 4 York programme.

Implications

11. This report has the following implications:
 - **Financial** – The proposals in this report will implement performance based progression without any additional costs to the Council.
 - **Human Resources (HR)** – As described above, in order to operate performance related progression, a scheme will need to be developed that is aligned to the Council's business planning cycle and sets performance

targets for the forthcoming year, against which performance can be assessed at the end of that business cycle.

- **Equalities** – The Council has a legal duty to ensure pay systems are free from bias and as such, an equality impact assessment will be required on the preferred option prior to implementation. The system would also need to be regularly monitored to ensure it is being operated in a fair way.
- **Legal** – see above.
- **Crime and Disorder** – none.
- **Information Technology (IT&T)** – none.
- **Property** – none.
- **Other** – none.

Risk Management

12. The specific risks surrounding the issues contained in this report are highlighted in the analysis of the options. In summary, the risks associated with the recommended option are financial, legal, operational and reputational.

Recommendations

13. It is recommended that Staffing Matters and Urgency Committee:
 - i. agree, subject to consultation, to the implementation of option 2, the introduction of performance related progression;
 - ii. provide the Chief Executive with a mandate to commence formal consultation;
 - iii. provide the Chief Executive with a mandate to implement the final outcome of the consultation, subject to that outcome meeting the high level policy intention of linking incremental progression to performance.

Reason: In order to allow the development and implementation of performance related progression for Chief Officers.

Contact Details

Author:

Chris Tissiman
Head of Strategic Workforce Planning

Chief Officer Responsible for the report:

Kersten England
Chief Executive

Report Approved

Date 14th December
2010

Kersten England
Chief Executive

Report Approved

Date 14th December
2010

Specialist Implications Officer(s):

Wards Affected: *List wards or tick box to indicate all*

All

For further information please contact the author of the report

Background Papers:

Hutton Review of Fair Pay in the public sector: interim report. December 2010,
http://www.hm-treasury.gov.uk/indreview_willhutton_fairpay.htm

Annexes

None



*Staffing Matters and Urgency Committee**20th December 2010*

Report of the Director of Customer and Business Support Services

Redundancy**Summary**

1. This report advises Staffing Matters and Urgency Committee of the expenditure associated with the proposed dismissal of a number of employees on the grounds of redundancy.

Background

2. The background and detailed case surrounding each proposal is contained in the individual business case attached as annexes to this report.

Consultation

3. All of the proposed redundancies have been subject to consultation in accordance with the Council's statutory obligations.

Options

4. The Committee has the power within the Council's procedures to approve discretionary enhancements to redundancy and/or pension payments. The Committee does not have the power to make lower payments. By law the decisions as to whether or not to make an employee redundant rests with the Chief Executive or Officers nominated by her.

Analysis

5. The analysis of each proposal can be found in the respective business case.

Corporate Priorities

6. The actions being proposed in this report are designed to support the Council's corporate priority "Effective Organisation" and are consistent with the required outcomes of the More 4 York programme.

Implications

7. The implications of each proposal can be found in the respective business case.

Risk Management

8. The specific risks associated with each proposal and how they can be mitigated are contained in each business case. In summary, the risks associated with the recommended option are financial, legal, operational and reputational.

Recommendations

9. Staffing Matters and Urgency Committee is asked to:
- 1) Note the expenditure associated with the proposed dismissal of the employees on the grounds of redundancy detailed in the annexes.

Reason: In order to provide an overview of the expenditure.

Contact Details

Author:

Chris Tissiman
Head of Strategic Workforce Planning
and Resourcing (Designate)
Human Resources
Ext 1715

Chief Officer Responsible for the report:

Ian Floyd
Director of Customer and Business Support Services

Report Approved **Date** 10th December 2010

Ian Floyd
Director of Customer and Business Support Services

Report Approved **Date** 10th December 2010

Specialist Implications Officer(s):

Wards Affected: *List wards or tick box to indicate all*

All

For further information please contact the author of the report

Background Papers:

None

Annexes

Individual Business Cases