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MEETING	STAFFING MATTERS & URGENCY COMMITTEE
DATE	13 OCTOBER 2008
PRESENT	COUNCILLORS WALLER (CHAIR), GILLIES, POTTER, RUNCIMAN AND SCOTT

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## 5. 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.

Councillor Scott declared a personal non-prejudicial interest in agenda item 6 (Pay and Grading Implementation Options) as a solicitor specialising in employment law, although none of the clients he represented were employed by City of York Council.

## 6. EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That the press and public be excluded from the meeting during consideration of the following:

Agenda Item 6 (Pay and Grading Implementation Options) (minute 10 refers) on the grounds that it contained information (i) relating to the financial or business affairs of any particular person (including the authority holding that information); (ii) relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under the authority; and (iii) in respect of which a claim to legal professional privilege could be maintained in legal proceedings. This information was classed as exempt under paragraphs 3, 4 & 5 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

## 7. MINUTES

RESOLVED: That the minutes of the Staffing Matters & Urgency Committee meeting held on 6 June 2008 be approved and signed by the Chair as a correct record.

## 8. PUBLIC PARTICIPATION

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

## 9. PORTFOLIO CHANGES

Members received a report which sought approval for changes to the portfolios of the three Assistant Directors in the Housing and Adult Social Services Directorate who were primarily responsible for adult social care.

The report proposed the following portfolios, as detailed in paragraph 8:

- Commissioning and Partnerships;
- Assessment and Personalisation;
- Service Delivery and Transformation.

The post-holders affected by the proposals had been consulted and had consented to accept the revised portfolios with effect from 1 November 2008, as detailed in paragraph 9 of the report.

The report presented the following options for consideration:

- Option 1 – To endorse the proposed changes to the portfolios, as set out in paragraphs 8 & 9 of the report;
- Option 2 – To ask the Director to come up with alternative proposals;
- Option 3 – To retain the status quo.

The Acting Head of Human Resources advised that the revised job descriptions had been evaluated and that there was no change to the grade of any of the posts.

RESOLVED: That the changes to the portfolios of the Assistant Directors, as set out in Option 1, be approved.<sup>1</sup>

REASON: To ensure the directorate structure is fit for purpose.

### Action Required

1 - To implement the changes.

SB

## 10. PAY AND GRADING IMPLEMENTATION OPTIONS

*(See also Exempt Minute 10)*

Members received a report which provided them with an update on discussions with the trade unions held following rejection by ballot of the negotiated proposals for a new pay and grading structure, informed them of the possible next steps and asked them to consider the implications of these.

RESOLVED: That the following revisions to the proposals be supported:<sup>1</sup>

- (i) A flat cash rate for all overtime;
- (ii) Removal of the proposed 'ceiling' on standby pay;
- (iii) Removal of the proposed changes to notice periods;
- (iv) Extension of pay protection by a further 6 months at a non-recurring cost of £750k that will come from the Council's general reserves; leaving headroom as referred to in the financial implications detailed in the report;
- (v) Extension of the tenure of the project team at a non-recurring cost of up to £192k that will come from the Council's general reserves; leaving headroom as referred to in the financial implications detailed in the report.

REASON: To move to a new, fair pay structure that fully commits the Council to the Single Status and Implementation Agreements and removes further exposure to equal pay claims.

Action Required

1 - To inform employees of the proposals ahead of the trade union ballot. KS

A WALLER, Chair

[The meeting started at 5.30 pm and finished at 6.00 pm].

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