

Minutes of a Meeting of the Committee to Determine the Conditions of Employment of Chief and Deputy Chief Officers held at County Hall, Chelmsford, at 2.00pm on 28 July 2015

Present:

Councillors

D Finch	Leader of the Council (Chairman)
K Bentley	Deputy Leader and Cabinet Member for Economic Growth, Infrastructure, Waste and Recycling
M Mackrory	Leader of the Liberal Democrat Group
D Madden	Cabinet Member for Families and Children
J Young	Leader of the Labour Group

The following officers were present in support:

Maxine Taylor	Head of HR Strategy
Ian Myers	Senior Committee Officer

1. Apologies for Absence

There were no apologies

2. Minutes

The minutes of the last meeting of the Committee held on 21 April 2015 were agreed as a correct record and signed by the Chairman.

3. Declarations of Interest

There were no declarations of interest.

4. Urgent Business

There was no urgent Business

5. Exclusion of the Press and Public

Resolved:

That, having reached the view that the public interest in maintaining the exemption (and discussing the matter in private) outweighed the public interest in disclosing the information, the public (including the press) be excluded from the meeting during consideration of the following items of business on the grounds that they involved the likely disclosure of exempt information as specified in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972.

6. Executive Directors' Pay Award for 2015

(Exempt under paragraphs 1 and 2 of Schedule 12A of the Local Government Act 1972)

The Committee considered a report by the Director for Transformation & HR concerning the 2015 annual pay award for Executive Directors. Members also considered and noted the draft findings from the independent Remuneration Panel.

Resolved:

That in accord with the recommendation of the Remuneration Panel, the same performance pay arrangements as for Bands 4-11 (i.e. a 2% base pay increase for a performance outcome of Achieving or higher and, in addition, an unconsolidated payment of 1.5% or 2.5% for performance outcomes of Exceeds or Exceptional respectively) be applied to show a consistent approach to the pay award to all employees.

The meeting closed at 2.25pm.

Chairman