

Minutes of a meeting of the Senior Management Employee Committee held in Room E3A, County Hall, Chelmsford, CM1 1QH on Friday 17 March 2023 at 12:00 p.m.

Present:

Members

Councillor K Bentley
Councillor L McKinlay
Councillor C Whitbread
Councillor M Mackrory

The following officers were present in support:

Freddey Ayres	Democratic Services Officer
Pam Parkes	Executive Director, People and Transformation
Ellen Clark	Lead People Business Partner
Alison Woods	Director People BP and Employment Practice

1. Election of Chairman

Having been nominated by Councillor C Whitbread and seconded by Councillor L McKinlay and there being no other nominations it was

Resolved:

That Councillor K Bentley be elected as Chairman for the meeting.

2. Membership, Apologies, Substitutions and Declarations of Interest.

The report of Membership, Apologies and Declarations of Interest was received. Apologies were received from Councillor C Pond. Councillor M Mackrory declared an interest in respect of agenda item no. 6 (Regrading of Deputy Chief Officer Role) as a member of the Essex Pension Fund Strategy Board (PSB) and therefore would not be voting on this item.

3. Minutes of Previous Meetings

The minutes of the following meetings were approved as a correct record and signed by the Chairman:

- i) Senior Management Employment Sub-Committee on the 21 March 2022
- ii) Senior Management Employment Committee on the 31 March 2022
- iii) Senior Management Employment Sub-Committee on the 10 October 2022
- iv) Senior Management Employment Sub-Committee on the 30 November 2022

4. Uplift to Grade A and B salary ranges and salaries

The Committee considered a report by Gavin Jones, Chief Executive in relation to an uplift to Grade A and B salary ranges and salaries. A number of queries relating to benchmarking with other authorities, and consultation with the Pension Board and unions were considered and responded to. The recommendation was supported and agreed by the Committee and the following was

Resolved:

To apply a 4.0% increase to Grade A and B pay ranges and salaries with effect from 1 April 2023.

5. Urgent Business

There were no matters of urgent business.

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 item of business on the grounds that it involves the likely disclosure of exempt information as specified in paragraphs 1 and 2 of Schedule 12A of the Local Government Act 1972 - information relating to any individual or which is likely to reveal the identity of any individual.

6. Regrading of Deputy Chief Officer Role (Press and public excluded)

This report is not for publication as it includes exempt information falling within paragraph 2 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended.

7. Recognition Payment for a Chief Officer (Press and public excluded)

This report is not for publication as it includes exempt information falling within paragraph 2 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended.

The meeting closed at 12:27pm.

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Chairman

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Date