

**CIVIC AFFAIRS**4 January 2012  
6.00pm - 6.22pm

**Present:** Councillors Boyce (Chair), Rosenstiel (Vice-Chair), Brierley, Marchant-Daisley, Herbert and Stuart

**Also Present:** Councillor Reid (Leader and Executive Councillor for Strategy and Climate Change) and Councillor McGovern (Executive Councillor for Customer Services and Resources)

**Officers Present:**

Chief Executive – Antoinette Jackson  
Head of Human Resources – Deborah Simpson  
Head of Legal Services – Simon Pugh  
Committee Manager – Glenn Burgess

**FOR ADOPTION BY THE COUNCIL****12/1/civ     Apologies for absence**

None

**12/2/civ     Declarations of Interest**

None

**12/3/civ     Public Questions**

None

**Exclusion of Press and Public**

The committee resolved to exclude the press and public by virtue of paragraph 4 of Part 1 of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006.

**12/4/civ    Review of Pay, Terms and Conditions and Pay Policy Statement**

The committee received a report from the Head of Human Resources and was given an oral update on further developments in the negotiations with the unions.

The committee were reassured that due process had been followed in respect of this matter.

**Resolved to**

- i. Recommend to Council that the proposed changes to pay, terms and conditions are approved and are implemented as soon as possible by collective agreement.
- ii. Recommend to Council that the Chief Executive:
  - (a) is given delegated authority to implement the proposed changes and
  - (b) is given delegated authority, following consultation with the Leader of the Council and Group Leaders, to revise the package of proposed pay, terms and conditions if this should be necessary to secure a collective agreement at any time up to the implementation.
- iii. Recommend to Council that the draft pay policy statement (attached as Appendix 5 to the officer's report) be approved

The meeting ended at 6.22 pm

**CHAIR**