

**NOTICE OF MOTION
REPORTED BACK TO COUNCIL FOR INFORMATION**

**EXTRACT FROM THE PROCEEDINGS OF THE GOVERNANCE COMMITTEE HELD ON
THE 10 MARCH 2009**

GOVERNANCE COMMITTEE

4.00pm 10 MARCH 2009

**COMMITTEE ROOM 1
HOVE TOWN HALL**

MINUTES

Present: Councillor Ann Norman (Chairman); Councillor Simpson (Deputy Chairman), Councillors Mrs Brown, Kennedy, Mears, Morgan, Oxley, Simson, Taylor and Watkins.

78. NOTICE OF MOTION - SENIOR STAFF SALARIES

- 78.1 The Chairman referred to the Notice of Motion listed under Item No.78 on the agenda, which had been referred from Council for consideration and invited Councillor Taylor to speak to the motion.
- 78.2 Councillor Taylor stated that he remained unsure about the process for the review of senior staff salaries and that of the new Chief Executive and hoped that the recommendations listed in the motion would be taken on board.
- 78.3 Councillor Mears stated that the review had been commissioned by the previous Chief Executive and a report was due to come to the committee in April. With regard to the appointment of the new Chief Executive, a cross-party appointments panel had been established and details of the post would be included in the report.
- 78.4 The Director of Strategy & Governance noted that the report would outline the framework for the salary ranges for the various grades with respective line managers then having the ability to determine salary points for their staff.
- 78.5 **RESOLVED** – That the Notice of Motion be noted and officers be instructed to bring a report back to the next committee meeting on the subject of senior staff salaries.

SENIOR STAFF SALARIES

“This Council notes that in the pay negotiations for 2008-9 the Local Government Employers Association (LGE) made a final offer of a 2.45% pay increase to all local authority staff. Trade Unions subsequently rejected this offer and the dispute has now been referred by all sides to ACAS for binding arbitration.

This Council further notes that senior officers have also commissioned a review by the Rockpool consultancy of top Council salaries (Chief Executive, Directors and Assistant Directors) The results of this review have not yet been released.

This Council understands that the current decision making process over senior salary levels – after being informed by the Rockpools report - to be;

- Chief Executive – level of award decided by Governance Committee
- Directors – level of award decided by Chief Executive
- Assistant Directors - level of award decided by Directors

This Council:

- Supports the principal that any nationally imposed wage settlement on Council employees (ie the 2.45% LGE offer) should apply to all salary grades, including the most senior officers in Brighton & Hove Council
- Suggests that the Governance Committee consider reviewing the procedures and protocols around fixing senior staff salaries, including consideration of an increased role in the process elected members.”

Proposed by: Cllr Keith Taylor

Seconded by: Cllr Ben Duncan