

CHIEF EXECUTIVE REMUNERATION COMMITTEE

2 December 2014 at 6.00 p.m.

Present: Councillors Wotherspoon (Chairman), Chapman, Clayden and Hitchins

394. APOLOGIES FOR ABSENCE

Apologies for absence had been received from Councillor Cunard and Councillor Mrs Daniells (as the nominated substitute for Councillor Cunard).

395. DECLARATIONS OF INTEREST

The Monitoring Officer has advised Members of interim arrangements to follow when making declarations of interest. They have been advised that for the reasons explained below, they should make their declarations on the same basis as the former Code of Conduct using the descriptions of Personal and Prejudicial Interests.

Reasons

- The Council has adopted the government's example for a new local code of conduct, but new policies and procedures relating to the new local code are yet to be considered and adopted.
- Members have not yet been trained on the provisions of the new local code of conduct.
- The definition of Pecuniary Interests is narrower than the definition of Prejudicial Interests, so by declaring a matter as a Prejudicial Interest, that will cover the requirement to declare a Pecuniary Interest in the same matter.

Where a Member declares a "Prejudicial Interest" this will, in the interests of clarity for the public, be recorded in the Minutes as a Prejudicial and Pecuniary Interest.

There were no declarations of interest made.

396. MINUTES

The Minutes of the meeting held on 20 November 2014 were approved as a correct record and signed by the Chairman.

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397. EXEMPT INFORMATION

The Committee

RESOLVED

That under Section 100A(4) of the Local Government Act 1972, the public and accredited representatives of newspapers be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12A of the Act by virtue of the paragraph specified against the item.

398. RECOMMENDATION TO FULL COUNCIL ON CHIEF EXECUTIVE'S REMUNERATION (Exempt – Paragraph 1 – Information Relating to Individuals)

The Head of Human Resources and Customer Services introduced a report which summarised the outcome of previous discussions of the Committee relating to options for the remuneration of the Chief Executive. Additional information from the Appraisal Panel and an additional report from the Head of Human Resources and Customer Services was also circulated at the meeting for Members' consideration.

In the course of discussion it was emphasised that the Chief Executive had a personal contract with the Council and, as such, his remuneration was subject to a separate negotiation process as it did not form part of the nationally agreed local government pay negotiation process.

Members agreed that the pay structure to be recommended to Full Council for implementation should consist of a cost of living increase in line with all members of staff and as negotiated nationally, and a performance related increase consistent with the outcome of the Chief Executive's appraisal as notified to him by the Appraisal Panel.

The Committee had expressed views with regard to the number and definition of levels of performance the Chief Executive was assessed against and which would determine the level of any percentage increase that could be recommended for award annually. It was agreed that a further meeting of the Committee would be held in the New Year to make a recommendation for consultation with the Appraisal Panel to consider for October 2015.

The Committee then

## RECOMMEND TO FULL COUNCIL

That the agreement for the remuneration of the Chief Executive be approved as set out in Section 2, Option B, of the addendum report from the Head of Human Resources and Customer Services; and

## RESOLVED

That a further meeting be arranged to make recommendations for consultation with the Appraisal Panel on the number and definition of the potential levels of performance related pay bands and accompanying percentage increases to be applied in October 2015.

(The meeting concluded at 6.30 p.m.)