

CHIEF EXECUTIVE REMUNERATION COMMITTEE

11 December 2018 at 6.00pm

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

302. DECLARATIONS OF INTEREST

There were no Declarations of Interest made.

303. MINUTES

The Minutes of the meeting held on 5 December 2017 were approved as a correct record and signed by the Chairman.

304. CHIEF EXECUTIVE'S REMUNERATION FOR 2018/2019

The Chairman invited the Group Head of Corporate Support to present this item. The Committee therefore received a report summarising the information that it needed to consider in order to make recommendations on the remuneration of the Chief Executive for 2018/19 to Full Council.

The report provided information on current remuneration; the pay formula; salary comparisons; and an update on national pay negotiations.

The Group Head of Corporate Support confirmed that following the Chief Executive's Appraisal Panel held on 19 November 2018, the Leader of the Council had written to the Chief Executive confirming that the Appraisal Panel had unanimously agreed that his performance over the last year had achieved a final appraisal score of 3.66 out of 4. This letter along with the performance bands agreed by the Appraisal Panel and the Chief Executives targets set for 2017/18 had been provided to the Committee as Exempt items as they were personal to the individual [the Chief Executive] and so confidential to Members of the Committee only.

Chief Executive's (CEO)
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The Committee then asked questions about the likely pay award that staff would receive in 2019 and turned its attention to the performance bands set by the Appraisal Panel and the outcome of the Chief Executive's Appraisal so that it could understand what this might mean in terms of setting a percentage pay award for the Chief Executive.

Following some further discussion, Councillor Chapman stated that based on past deliberations; policies adopted; and the outcome of the appraisal he could see that the Chief Executive's had achieved good performance for 2017/18 resulting in him being awarded a scoring of 3 out of 4 which – this equated to a 2.5% pay award. Councillor Chapman therefore proposed that this be the level of remuneration set and put forward to Full Council for approval and this was seconded by Councillor Hitchins.

The Committee unanimously agreed that the performance related pay should be 2.5% and that in line with what had been resolved at Full Council on 10 January 2018, this be paid from 3 October 2018.

The Committee then

RECOMMEND TO FULL COUNCIL

Following the Chief Executive's Appraisal held on 19 November 2018, the level of performance related pay for 2018/19 be 2.5% with this being paid from 3 October 2018.

305. COMPLIMENTS OF THE SEASON

The Chairman took this opportunity to wish the Committee; staff; and members of the public present a very Happy Christmas and New Year.

(The meeting concluded at 6.18 pm)