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Subject to approval at the next Chief Executive's Remuneration Committee meeting

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CHIEF EXECUTIVE'S REMUNERATION COMMITTEE

18 December 2019 at 5.00 pm

Present: Councillors Mrs Gregory (Chairman), Charles, Clayden, Dixon and Mrs Worne.

344. DECLARATIONS OF INTEREST

There were no Declarations of Interest made.

345. MINUTES

The Minutes of the meeting held on 11 December 2018 were approved by the Committee as a correct record and signed by the Chairman.

346. CHIEF EXECUTIVE REMUNERATION - 2019/20

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 2019/20 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 18 November 2019, the Leader of the Council had written to the Chief Executive confirming that the Appraisal Panel had agreed that his performance over the last year had achieved an appraisal score of 3.15, this confirmed very good performance. This letter along with the performance bands agreed by the Appraisal Panel and the Chief Executive's targets set for 2018/19 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. The Committee also received a further paper from the Chief Executive outlining some points for the Committee to take into consideration.

The Committee then asked questions about the likely pay award that staff would receive in 2020 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.

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Following some further discussion, Councillor Clayden stated that based on past deliberations and the outcome of the Appraisal he could see that the Chief Executive had achieved good performance for 2018/19 resulting in him being awarded a scoring of 3.15 – this equated to a 2% pay award. Councillor Clayden therefore proposed that this be the level of remuneration set and put forward to Full Council for approval and this was seconded by Councillor Charles.

The Committee unanimously agreed that the performance related pay should be 2% and that in line with what had been resolved at Full Council on 10 January 2018, this be paid from 3 October 2019.

The Committee therefore

RECOMMEND TO FULL COUNCIL

That following the Chief Executive's Appraisal held on 18 November 2019, the level of performance related pay for 2019/20 be 2%, with this being paid from 3 October 2019.

347. COMPLIMENTS OF THE SEASON

The Chairman took this opportunity to wish the Committee and staff a very Happy Christmas and New Year.

(The meeting concluded at 5.06 pm)