

## APPOINTMENTS AND REMUNERATION COMMITTEE

16 January 2017

Present:-

Councillors J Hart (Chairman), J Clatworthy, A Connett and R Westlake

Apologies:-

Councillor B Parsons

\* **12**      **Minutes**

**RESOLVED** that the Minutes of the meeting held on 18 October 2016 be signed as a correct record.

\* **13**      **Items Requiring Urgent Attention**

There was no item raised as a matter of urgency.

**14**      **Pay Policy Statement 2017/18**

The Committee considered the Joint Report of the County Solicitor and Head of Human Resources ([CS/17/7](#)) containing the proposed Pay Policy Statement for 2017/18 reflecting changes in legislation and leadership changes agreed previously and outlining consequential changes to the Council's Constitution, for approval by the County Council.

The Committee were reminded that the Localism Act 2011 required Councils to prepare and approve, annually, a Pay Policy Statement setting out its policy for each financial year relating to remuneration of Chief Officers and other employees and the relationship between the pay of chief officers and the lowest paid employee.

It was **MOVED** by Councillor Hart, **SECONDED** by Councillor Clatworthy, and

**RESOLVED**

(a) that the Pay Policy Statement for 2017/18 appended to these Minutes be endorsed and commended to the County Council;

(b) that no change be made to the *Leadership Grades* other than reflecting changes in nomenclature resulting from recent revisions to the Senior Management structure (Minute 6/29 July 2016 refers) acknowledging also that actual salaries paid in any given year including allowances would be published in the Devon Pension Fund Annual Report;

(c) that the Council be recommended also to approve the amendment of this Committee's Terms of Reference (as appended to these Minutes) reflecting the revised Model Disciplinary Procedure and Guidance in the JNC Chief Executives Handbook.

\* **15**      **Senior Management Structure: Update (Minute 9/18 October 2016)**

The Committee received the Report of the Chief Executive (CX/17/10) providing an update on leadership changes introduced in line with the Committee's previous decision and on action taken by the Chief Executive in making arrangements under delegated powers for any interim arrangements pending the making of substantive appointments.

The Committee also noted that a meeting of the Committee was to be held on 1 March 2017 to interview candidates for the substantive post of Head of Children's Social Care and that interim arrangements would be put in place, pending the County Council elections in May 2017, for filling the position of Chief Officer for Highways, Infrastructure Development & Waste consequent upon the retirement of the current postholder on 31 March 2017.

**\*DENOTES DELEGATED MATTER WITH POWER TO ACT**

The Meeting started at 2.21 pm and finished at 2.49 pm