

**Minutes of a Meeting of the  
Employment Committee held on 10  
May 2022**

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- Cllr Colin Dougan (Chairman)
- Cllr Cliff Betton (Vice Chairman)

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| + Cllr Sharon Galliford       | + Cllr Alan McClafferty |
| - Cllr Mark Gordon            | - Cllr Graham Tapper    |
| + Cllr Josephine Hawkins      | - Cllr Victoria Wheeler |
| - Cllr Rebecca Jennings-Evans |                         |
- + Present
- Apologies for absence presented

Substitutes: Cllr Rodney Bates (In place of Cllr Victoria Wheeler) and Cllr Sashi Mylvaganam (In place of Cllr Graham Tapper)

Members in Attendance: Cllr Adrian Page (virtually)

Officers Present: Louise Livingston, Julie Simmonds and Rachel Whillis

**39/EC Election of Chairman for the meeting**

As the Chairman and Vice Chairman were not present at the meeting, it was proposed by Rodney Bates, seconded by Councillor Sashi Mylvaganam, and

**RESOLVED that Councillor Alan McClafferty be elected as  
Chairman for the meeting.**

Councillor Alan McClafferty in the chair.

**40/EC Exclusion of Press and Public**

In accordance with Section 100(A)(4) of the Local Government Act 1972 (as amended), the press and public were excluded from the meeting for the following items of business on the ground that they involved the likely disclosure of exempt information as defined in the paragraphs of Part 1 of Schedule 12A of the Act as set out below:

Minute	Paragraph(s)
41/EC	1
42/EC	1

**41/EC HR Matter**

The Committee was informed that all officer posts within the Council were allocated a grade within the Salary Scales for Officers, which formed part of the Staff Terms and Conditions of Employment. Each salary grade contained up to 5 incremental points, also referred to as Spinal Column Points (SCP), with the

highest SCP considered the rate for that grade. The SCP on which a member of staff started was based on their experience, with incremental progression within the grade dependent upon positive recommendation by the individual's line manager, in accordance with the Appraisal Development Scheme; with regard to the Chief Executive, this process was reserved to the Employment Committee as set out at Part 3 of the Constitution.

Members received a verbal report from the Leader on the appraisal he had undertaken with the Chief Executive. Having noted the Leader's report and discussed the performance against agreed objectives, the Committee agreed that the Chief Executive's pay should move to SCP 33.303. This equated to a salary of £122,594 per annum.

Members considered the Council's salary scales and noted that the percentage by which increments increased within a pay scale varied between pay grades. It was agreed that this should be reviewed at a future meeting.

**RESOLVED that the Chief Executive's salary be moved to Spinal Column Point 33.303.**

#### **42/EC Review of Exempt Items**

The Committee reviewed the items which had been considered at the meeting following the exclusion of members of the press and public, as it involved the likely disclosure of exempt information.

**RESOLVED that any details relating to the appraisal to remain exempt, but the decision to award an increment be made public.**

Chairman