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Policy and Organisation Board
20 March 2019

A MEETING OF THE POLICY AND ORGANISATION BOARD WAS HELD ON 20 MARCH 2019

Councillors Bateman, Burgess, Carter, Chegwyn, Mrs Cully, Foster-Reed, Hammond (Substituting for Hicks), Hook, Hylands, Jessop, Murphy, Pepper and Philpott

53. APOLOGIES FOR NON-ATTENDANCE

An apology for non attendance was received from Councillor Hicks.

54. DECLARATIONS OF INTEREST

There were none.

55. MINUTES OF THE MEETING OF THE BOARD HELD ON 5 FEBRUARY 2019

RESOLVED: That the minutes of the meeting of the Board held on 5 February 2019 be signed as a true and correct record.

56. DEPUTATIONS - STANDING ORDER 3.4

There were none.

57. PUBLIC QUESTIONS - STANDING ORDER 3.5

There were none.

58. CROSS REFERENCE FROM THE STANDARDS AND GOVERNANCE COMMITTEE: EY - AUDIT PLAN 2018/19

Consideration was given to a cross reference from the Standards and Governance Committee held on Wednesday 13 February 2019 recommending that the Audit Planning Report for 2018/19 be recommended to the Policy and Organisation Board as those in charge of governance.

RESOLVED: That the Audit Plan be noted and approved

59. PROPOSED RECRUITMENT AND RETENTION POLICY

Consideration was given to a report of the Head of Human Resources seeking Members' approval for the implementation of a Policy on Recruitment and Retention of staff in relation to Market Supplement Payments (the "Policy").

The Board was advised that the policy had been considered by the Local Joint Staff Committee and that there were no objections to the proposal.

The Board was advised that the need for the policy had been triggered by difficulties with the private sector providing more financially attractive options for planning officers, particularly targeting officers trained within Local Authority and with Local Authority

experience.

Members felt it was important that the additional benefits offered by the Council were also advertised as part of the recruitment process.

Members recognised that the Council had a responsibility to fulfill its functions and that policy would only be implemented in exceptional circumstances and that it was preferable to the employment of agency staff.

RESOLVED: the introduction of the Policy as detailed in the report following consultation with Unison and the Local Joint Staff Committee.

60. 2019 PAY AWARD

Consideration was given to a report of the Head of Human Resources seeking Members approval, to enable GBC to apply the second year of the National Joint Council (NJC) pay award. In order for this to take effect, it is required to step away from the local pay arrangements and remove a number of spinal column points.

RESOLVED: That GBC continues to follow the principals of the NJC and continues to negotiate with Unison on changes to the 2005 local pay agreement

61. LONG SERVICE POLICY

Consideration was given to a report of the Head of Payroll proposing that with the current arrangement for retirement awards be dispensed and it be replaced with a simple payroll payment as set out in the report.

The Board was advised that only 2.8 and 2.9 of the policy appended needed to be considered.

Members viewed the policy as a way forward and acknowledged that any payment was tax liable, but expressed disappointment that this would come at a cost to staff member.

A Member advised that they had recently received an ISM for service as a Civil Servant and expressed disappointment that staff members long term service was no longer recognised with a medallion as a token gesture to mark the sense of occasion and reward loyalty.

The Board was advised by the Head of Payroll that any medallion presented would be considered a taxable benefit. It was suggested and subsequently proposed and seconded that a certificate be presented to staff as a replacement.

Members felt that there was no alternative to the proposal but reiterated their disappointment that the staff would bear the cost of the HMRC requirements on the payments.

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RESOLVED: That with immediate effect, employees who have completed a minimum of 20 years' service and are made redundant or retire shall receive a payment through the payroll system to the value of £15 for each completed year of service. The payment will be subject to statutory deductions in accordance with HMRC regulations.

62. ANY OTHER ITEMS

There were none.

CHAIRMAN

Concluded at 6.15 pm

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