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BRECKLAND COUNCIL

At a Meeting of the

GENERAL PURPOSES COMMITTEE

Held on Wednesday, 3 March 2010 at 10.00 am in
Norfolk Room, The Conference Suite, Elizabeth House, Dereham

PRESENT

Mr P.J. Duigan (Vice-Chairman)
Mr G.P. Balaam
Mrs J. Ball
Mrs M.P. Chapman-Allen
Mrs S.M. Matthews

Mrs K. Millbank
Mr I. Sherwood
Mr A.C. Stasiak
Mrs L.S. Turner

In Attendance

Ian Vargeson - Principal Member Services Officer
Robert Barlow - Director of Governance and Finance

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14/10 MINUTES (AGENDA ITEM 1)

The Minutes of the meeting held on 6 January 2010 were confirmed as a correct record and signed by the Chairman.

A Member commented that, following that meeting, he had received further clarification on the matter that he had raised in relation to Mobile Working – Minute No. 1/10(a).

15/10 APOLOGIES (AGENDA ITEM 2)

An apology for absence was received from Mr R W Duffield.

16/10 LOCAL JOINT CONSULTATIVE COMMITTEE :11 FEBRUARY 2010 (AGENDA ITEM 5)

In reply to a question, the Strategic Director pointed out that the “P Card” referred to in Minute No. 1/10(b) – Training Request Process – was a Purchasing Card.

RESOLVED that the Minutes of the Local Joint Consultative Committee meeting held on 11 February 2010 be adopted.

17/10 LOCAL JOINT CONSULTATIVE COMMITTEE: SPECIAL MEETING - 24 FEBRUARY 2010 (AGENDA ITEM 6)

a) Breckland Investors In People Accreditation (Minute No. 10/10)

The Principal Member Services Officer explained that the reference of

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this matter to the different meetings from which an input had been sought meant that the recommendation of the Overview and Scrutiny Commission had in fact already been to Cabinet.

Members supported the recommendation that the Council be put forward for Investors In People accreditation and the process be taken on to Phase Two. One Member expressed sadness that Unison had taken a somewhat negative approach before agreeing to go along with what should be a positive process for all concerned.

b) Adoption

RESOLVED that the Minutes of the Local Joint Consultative Committee meeting held on 24 February 2010 be adopted.

18/10 BRECKLAND COUNCIL PAY AWARD (AGENDA ITEM 7)

In presenting the report, the Strategic Director for Governance and Finance explained the background whereby some years ago the Council had agreed to opt out of the national conditions relating to pay, in favour of a locally determined scheme. He outlined the two elements of staff pay awards: a Basic Performance Increase and a Performance Related Pay award. The proposals put forward in the report, ie that there be no Basic performance Increase and limited Performance Related Pay awards, had been reached following a series of meetings with Unison. Research suggested that these recommendations were not out of line with the situation in other comparable businesses or national economic forecasts and were fair in the current climate. While this was in step with public sector pay nationally, which was expected to be frozen, or even decreased, the proposed Breckland settlement did recognise performance rated as Overachieving or above. The recently approved Council budget made provision for this.

He acknowledged the disappointment of Breckland Unison, as set out in the Branch Chairperson's letter attached to the agenda.

A Member asked whether figures for Unison membership as a percentage of Breckland staff could be provided at a future meeting.

In reply to a further question, the Strategic Director confirmed that the proposal would apply to staff at all levels within the organisation.

Using the example of a matter taken up on behalf of a constituent recently which had revealed that the time taken for land charge searches had deteriorated, a Member commented that, when considering savings, the Council always needed to remember that it was here to serve the public and cuts should not be to the serious detriment of services.

RESOLVED that

- (1) no salary percentage increase be awarded to staff for basic performance for 2009/10;

**Kathryn
Ralphs/
Lucy
Powles**

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- (2) an award of 0.5% of salary be given for a performance rating of Overachievement;
- (3) an award of 1% of salary be given for a performance rating of Exceptional; and
- (4) the Basic Performance Increase be reviewed and re-negotiated in a year's time with re-negotiated terms to be implemented in April 2011.

19/10 NEXT MEETING (AGENDA ITEM 8)

The arrangements for the meeting were noted.

NB. Members are advised that the next meeting of the Committee is in fact scheduled for 21st April and not 25 March, as set out in the agenda.

The meeting closed at 10.17 am

CHAIRMAN