
BRECKLAND COUNCIL

At a Special Meeting of the

GENERAL PURPOSES COMMITTEE

**Held on Friday, 17 April 2009 at 10.00 am in
Anglia Room, The Conference Suite, Elizabeth House, Dereham**

PRESENT

Mr R.W. Duffield (Chairman)	Mr D.S. Myers
Mr P.J. Duigan (Vice-Chairman)	Mr A.C. Stasiak
Mr G.P. Balaam	Mrs L.S. Turner
Mrs J. Ball	Mr D.R. Williams JP
Mrs M.P. Chapman-Allen	

Also Present

Mrs T. Hewett

In Attendance

Ian Vargeson	- Member Services Manager
Trevor Holden	- Chief Executive

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24/09 APOLOGIES (AGENDA ITEM 1)

Apologies for absence were received from Mrs K Millbank and Mr I Sherwood.

25/09 NEXT MEETING (AGENDA ITEM 4)

The arrangements for the next meeting on Wednesday, 13 May at 10.00am in the Norfolk Room were noted.

26/09 EXCLUSION OF PRESS AND PUBLIC (AGENDA ITEM 5)

RESOLVED that under Section 100(A)(4) of the Local Government Act 1972, the press and the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1 and 4 of Schedule 12A to the Act.

**27/09 NEGOTIATIONS ON THE PERFORMANCE ELEMENT OF THE PAY
AWARD (AGENDA ITEM 6)**

The Chief Executive introduced the report and explained the background, whereby a three year settlement had not been agreed at the time of acceptance of the new scheme and the basic performance increase for the year needed to be approved. He explained the position of both parties in recent negotiations. The Council was mindful of the National and Regional Employers' advice, which took account of the economic downturn. Unison, following national advice, remained reluctant to go along with a multi-year

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agreement.

An element relating to an additional day's leave at Christmas had not been favoured by Unison, as presented, and had been withdrawn from negotiations.

The Chief Executive answered Members' questions on the overall impact of the Performance Related Pay scheme. Most staff would receive just 1% in total, but a few could be paid up to 4.5%. Although there were other bonuses which could be taken into account, the overall costs were offset by the fact that there were now no general increments to be paid. It was also made clear that anything for which a spot bonus had been specifically paid could not be counted as an element towards an "exceptional" or "overachieving" pay award in the appraisal process.

To avoid any possibility of confusion or ambiguity, the Committee agreed with the Chief Executive's suggestion that Human Resources and the Breckland Branch of Unison should prepare and issue a joint statement setting out clearly what had been approved and the extent of the terms.

RESOLVED that

- 1) staff be awarded a basic performance increase pay award of 1% of their salary, with effect from 1st April 2009;
- 2) the basic performance increase be reviewed and re-negotiated in one year's time, with re-negotiated terms to be implemented in April 2010.

**Maxine
O'Mahony**

28/09 STAFFING MATTER (AGENDA ITEM 7)

The Chief Executive presented a report and gave details of "without prejudice" discussions which had taken place following an officer's long term absence and the expiry of his sickness certification. Talks had concluded with a suggestion that a compromise agreement be reached for the termination of the officer's contract. Following questions, the Chief Executive clarified the elements to be covered by an agreement, which would rule out the possibility of any further claim upon of challenge to the Council. The Chief Executive sought authority to finalise such an agreement at no more than the maximum figure indicated.

RESOLVED that the Chief Executive be delegated the authority to reach a compromise agreement for the termination of the contract with a settlement at no more than the total figure indicated and a reference which is agreed by both parties.

**Trevor
Holden,
Maxine
O'Mahony**

The meeting closed at 10.30 am

CHAIRMAN