



Leicester  
City Council

Minutes of the Meeting of the  
EMPLOYEES (APPOINTMENTS) COMMITTEE

Held: MONDAY, 7 JANUARY 2008 at 3.00pm

P R E S E N T :

Councillor Draycott  
Councillor Mugglestone

Councillor Kitterick  
Councillor Willmott

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**1. APPOINTMENT OF CHAIR**

RESOLVED:

That Councillor Willmott be appointed as Chair for the meeting.

**2. APOLOGIES FOR ABSENCE**

No apologies were received.

**3. DECLARATIONS OF INTEREST**

Members were asked to declare any interests they may have in the business on the agenda and/or declare that Section 106 of the Local Government Finance Act 1992 applied to them. No such declarations were made.

**4. SINGLE STATUS AGREEMENT**

The Corporate Director of Resources submitted a report that presented the Council's Single Status Framework Agreement for formal approval by the Committee.

Members asked for details of the comparison between Leicester and other nearby authorities which used the same Job Evaluation scheme. Officers stated that Nottingham was using it but had not completed evaluation as yet. However, it was stressed that the pay bands and salaries were not a product of the scheme and these were determined by the Council following a comprehensive market assessment. It was inevitable that a small number of positions would not equate with other authorities. It was anticipated that the number of jobs that currently were subject to market supplements would be significantly reduced under the new scheme. The ratio of those who were

gaining and those losing was higher at Leicester than most other known comparable authorities.

Members acknowledged that the process had been very difficult and that the best had to be done within limited resources. Additional funding had been supplied recently to alleviate some of the issues. They asked for details of the next steps in the process, should the Committee be minded to approve the recommendation. Officers stated that if it was approved, confirmation letters would be sent at the end of January 2008 and details of the appeals process would be circulated, with appeals to commence in April 2008. This would be accompanied by an intensive communications campaign. Members stressed that it was important to have a robust and fair appeals process in place and that staff be given necessary time to prepare for, and take part in, their appeal. Officers confirmed that this would happen.

Members queried whether sickness absence would impact on incremental progression and officers stated that this could have an impact and would have to be managed appropriately. Members and officers also discussed the issue of allowances, acknowledging the difficulties that this had caused during consultation due to some allowances not being claimed.

Members stated that suggestions that the scheme was fundamentally flawed were unfounded as the equality impact assessment figures showed otherwise and inequality gaps had been narrowed significantly. It was regrettable that some people would lose out, but that individual instances of errors in the evaluation would be picked up by the appeals process. They expressed their sympathy with those who would be adversely affected.

RESOLVED:

That the Employees Committee approves the Single Status Framework Agreement and the changes to the terms and conditions contained within it.

## **5. ANY OTHER URGENT BUSINESS**

The Chair agreed to admit to the agenda an item of urgent business; 'Early Retirement'. The report was urgent for the following reason:

"Confidential discussions have just been completed and it is essential to resolve the matter speedily to ensure the effective overall management of the Council."

## **6. PRIVATE SESSION**

RESOLVED:-

that the press and public be excluded during consideration of the following report in accordance with the provisions of Section 100A(4) of the Local Government Act 1972, as amended, because it involves the likely disclosure of 'exempt' information, as defined in the Paragraph detailed below of Part 1 of Schedule 12A of the Act, and taking all the circumstances into account, it is

considered that the public interest in maintaining the information as exempt outweighs the public interest in disclosing the information ”

Paragraph 1

Information relating to any individual.

**7. EARLY RETIREMENT**

The Chair agreed to consider the item below as urgent for the following reason: “Confidential discussions have just been completed and it is essential to resolve the matter speedily to ensure the effective overall management of the Council.”

**RESOLVED**

- (1) That the early retirement of the Chief Executive in the interests of efficiency be certified for the reasons in the confidential report and minute.
- (2) That, for the reasons in the report and minute, an exception be made to the Council’s policy so as to augment the Chief Executive’s pensionable service by the amount in the terms circulated confidentially to the Committee.
- (3) That the Town Clerk be authorised to conclude the terms of the retirement based on those circulated to the Committee and his advice, including the suggested cap on legal costs and with power to vary the details.

The full minute is recorded in the private section of the Minutes as it contains exempt information as defined in Paragraph 1 of Schedule 12 of the Local Government (Access to Information) Act 1990, that is information relating to an individual and the public interest in maintaining confidentiality is considered to outweigh the public interest in publishing the information.

**8. CLOSE OF MEETING**

The meeting closed at 4.26pm.

