

APPOINTMENTS COMMITTEE

At a meeting of the Appointments Committee held on 23rd September 2004 at the Municipal Building, Kingsway, Widnes.

Present: Councillors McDermott (Chairman), Findon, Nyland, Sly, Swain and Wharton.

Apologies for absence: None.

Absence declared on Council business: None.

ITEMS DEALT WITH UNDER POWERS AND DUTIES EXERCISABLE BY THE COMMITTEE

Action

APC13 SCHEDULE 12A OF THE LOCAL GOVERNMENT ACT 1972 AND LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

In view of the nature of the business to be transacted, it was:

RESOLVED: That under Section 100(A) of the Local Government Act 1972 the press and public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12(A) of the Act.

APC14 JOB EVALUATION PAY AND OTHER STAFFING MATTERS

The Committee considered a report on a number of internal and external influences which would have a significant impact on the Council over the forthcoming three to five years, namely;

- (i) the delivery of Single Status;
- (ii) Housing Transfer in the event of a "yes" vote;
- (iii) new arrangements for the delivery of services to children and young people; and
- (iv) the anticipated retirement of the Executive Director, Resources and Corporate Services.

Proposals regarding these issues would be ongoing over the following 18 months and a number of specific and detailed reports would be presented to members over this period, however the report identified a number of issues which required to be addressed.

RESOLVED: That

- (1) a job evaluation scheme for Halton be established, in consultation with the Trade Unions, that can be applied to all posts in the Council;
- (2) a small team including Trade Union representation under the leadership of the Head of Human Resources be established to develop an appropriate job evaluation scheme for Halton;
- (3) when finalised, the Halton job evaluation scheme be applied to the whole workforce of Halton by no later than 1st April, 2006;
- (4) Members be provided with regular progress reports on the development and implementation of a job evaluation scheme for the Council;
- (5) a retention payment scheme for Executive Directors be introduced with immediate effect along the lines of the scheme outlined, involving a payment of £15,000 to be recovered in line with the scheme should the employee leave;
- (6) the scheme to apply from 1st April, 2004, until 31st March, 2006, or until individual Executive Director posts are reviewed under the agreed Halton job evaluation scheme - whichever is the sooner;
- (7) at the present time there is no case to apply a retention payment to the salaries of Operational Directors and Divisional Managers;
- (8) where evidence is produced which demonstrates that an Operational Director or Divisional Manager post is below the market rate, there should be applied a market rate supplement at a figure to be determined;
- (9) the Council agree to the early retirement of Alan Hill with 12 added months and 93 days bringing his service up to the maximum of 40 Years, with effect from 1st April, 2005, and that Alan be thanked for his excellent service and commitment to the Borough of Halton and local government generally over many years.
- (10) the Chief Executive review the current Council structures and report back on a new Council structure to address the changing environment of local government within Halton.

Meeting ended at 4.00 pm