

WEST LINDSEY DISTRICT COUNCIL

MINUTES of the Meeting of the Chief Officer Employment Committee held in the Trent Meeting Room - The Guildhall on 7 November 2024 commencing at 4.00 pm.

Present: Councillor Mrs Mandy Snee (Vice Chairman) In the Chair

Councillor Owen Bierley
Councillor Stephen Bunney
Councillor Peter Morris
Councillor Mrs Lesley Rollings
Councillor Trevor Young

In Attendance:

Emma Foy	Director of Corporate Services and Section 151 Officer
Lisa Langdon	Assistant Director People and Democratic (Monitoring Officer)
Lynne Thomsett	People Services Manager
Katie Storr	Democratic Services & Elections Team Manager (Deputy Monitoring Officer)
Sam Maher	Director, HR and Councillor Development – East Midlands Councils

Apologies: Councillor Moira Westley (Chairman)
Councillor Mrs Jackie Brockway

Membership: Councillor Stephen Bunney substituting for Councillor Moira Westley.

9 TO APPROVE THE MINUTES OF THE PREVIOUS MEETING HELD ON 20 AUGUST AND RE-CONVENED ON 5 SEPTEMBER

Having been proposed and seconded, on being put to the vote it was: -

RESOLVED that the Minutes of the Meeting of the Chief Officer Employment Committee held on 20 August 2024 and reconvened on 5 September 2024 be confirmed and signed as a correct record.

10 MEMBERS' DECLARATIONS OF INTEREST

There were no declarations of interest made at this point in the meeting.

11 EXCLUSION OF PUBLIC AND PRESS

RESOLVED that under Section 100 (A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act.

12 AMENDMENT TO TERMS AND CONDITIONS OF THE CHIEF EXECUTIVE

The Section 151 Officer addressed the Committee and summarised the business to be transacted and the background to the matter. Reminding Members of the decisions which had been taken previously.

The Committee had last considered the matter at its meeting in November 2023 where the decision had been deferred pending additional information, namely: -

- (a) receipt of information from the Chief Executive to address the points relating to personal development of other Management Team Members and resilience set out above;
- (b) wider information on the Pay Policy and Chief Officer remuneration packages; and
- (c) further clarity on any precedent and risks created should the change in terms and conditions be granted.

In respect of point a) the Vice- Chairman, shared with the Committee the content of an email between the Chairman of the Committee and the Chief Executive related to this matter.

In respect of point b) comparable salary information was contained within the report, along with details of recent national pay awards since the Committee first considered the matter. Members were also provided with benchmarking data relating to annual entitlements from a recruitment and retention perspective, with the Director of HR and Councillor Development – East Midlands Councils confirming to Members the current offer sat within the upper quartile.

The Monitoring Officer addressed the Committee in respect of point c) confirming the position regarding contractual precedent and outlining the potential risks in respect of whichever decision was made today.

Debate ensued and Members debated the merits of the request, and the current remuneration package afforded in light of the comparable information provided.

A Member indicated he was supportive of the request and outlined his reasons for this, before proposing the request be granted.

Other Members, whilst acknowledging the points raised by the previous Member, indicated

they could not second the proposal and outlined their reasoning for this, referring back to the comparable data, other routes by which reward and recognition had been achieved and other HR policies which were available to employees to achieve the same outcome as the request made.

Following further debate and discussion by Members, the general consensus was that the current terms and conditions were already favourable. As such, it was proposed and duly seconded that the terms and conditions be not further amended in line with the request received, and on being put to the vote it was: -

RESOLVED that having considered the proposal, in light of the additional and comparable information previously requested, the Terms and Conditions attached to the Chief Executive post, be not further amended, in line with the request detailed at Section 1.5 of the report.

Note: Councillor Owen Bierley requested that his vote against the above decision be recorded in the minutes.

The meeting concluded at 4.55 pm.

Chairman