

EAST DEVON DISTRICT COUNCIL

Minutes of a Special Meeting of the Council held at Knowle, Sidmouth on Tuesday, 26 September 2006

Present:

Councillors:

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|--------------------|--------------------------|
| Lt Col A J M Drake | (Chairman) |
| G P Chamberlain | (Vice-Chairman) |
| Miss V Ash | D R A Key |
| Mrs K J Bamsey | J A Knight |
| P W Burrows | Mrs A E Liverton |
| D G Button | G K Liverton |
| T A Cope | S C Luxton |
| P A Diviani | A T Moulding |
| Mrs C E Drew | R Mudge |
| Miss J M Elson | Mrs F I Newth |
| J E D Falby | Mrs H E Parr |
| R G Franklin | R C Peachey |
| C F A Gibbings | Miss S M Randall Johnson |
| A R Giles | A W J Reed |
| J H Glanvill | T G Reeves |
| Mrs P A Graham | Mrs M A Rogers |
| M J L Green | Mrs P A Stott |
| Mrs M L Hardy | Mrs B O Taylor |
| S Hughes | B J Toye |
| D R H Hull | Dr H W Waterworth |
| B O Ingham | Mrs E E Wragg |

Apologies

Councillors:

| | |
|---------------|----------------|
| Mrs M J Boote | H J Jeffery |
| R W Boote | Ms S M Merritt |
| D J Cox | B Nicholson |
| A E J Dinnis | P J Skinner |
| K W George | P C Townsend |
| J P Halse | A J Wilkinson |
| B C J Hughes | S C Wragg |

The meeting started at 6.30 pm and ended at 7.20 pm

*25

Exempt Information

RESOLVED

that the classification given to the documents to be submitted to the Board be confirmed and that the reports relating to exempt information be dealt with under Part B of the agenda.

*26

Exclusion of the Public

RESOLVED

that under Section 100(A) (4) of the Local Government Act 1972 the public (including the press) be excluded from the meeting as exempt information, of the description set out in the agenda is likely to be disclosed.

*27 **Proposals for the completion of the Job Evaluation Scheme**

The Chairman reminded Members of the sensitivity and confidentiality of the report and supporting documents. He asked Members to refer any press enquiries to the Chief Executive and to hand in the confidential papers at the close of the meeting. The Council agreed, if appropriate to suspend Council procedural rules (Standing Order 19.1) if required to allow all amendments to be considered at the same time.

The Leader moved the recommendations tabled at the meeting. She reminded Members of the obligation on all Councils to introduce a formal job evaluation process by April 2007. The aim of the process was to ensure a systematic review of pay and grading to achieve equal pay for work for equal value; thereby reducing the possibility for direct or indirect discrimination in the approach to grades and salaries. It was an analytical process, ranking all jobs against each other in terms of their value within an organization. She believed that the recommendations proposed showed the Council's appreciation of staff as its most important resource and cushioned any adverse impact of the procedure as much as possible.

The Leader thanked Karen Jenkins in particular for her hard work and professionalism in progressing the review together with her team.

The Chief Executive replied to the factual matters and concerns raised.

Before the Council voted on the recommendations, the Leader thanked the Council for the excellent quality of the debate and valid issues raised. She thanked the Chief Executive for the comprehensive and helpful feedback given to Members' questions and concerns.

RESOLVED

- (1) that the outcome to date of the job evaluation process be noted,
- (2) that the new pay structure to take effect from April 2007 be approved in principle,
- (3) that the nationally negotiated cost of living increase for the 07/08 financial year be included as an addition within the job evaluation agreement,
- (4) that the decision be reserved on whether to extend the currently agreed four year period of protection (commencing April 07) until 2010/11 when the Council would be able to take account of any change in circumstances,
- (5) that delegated authority be given to the Chief Executive, in consultation with the political group leaders, to take any necessary action to further implement the job evaluation process.

(Councillor D R H Hull asked for his vote against the recommendations to be recorded.)

Chairman Date.....