

ADMINISTRATION COMMITTEE

1ST AUGUST 2012 at 6.00 p.m.

PRESENT: Councillor Hopkins (Vice Chair in the Chair);
Councillors Burnett, Cato, Chapman and Lewis.

30 APOLOGIES FOR ABSENCE (REF: 1)

Apologies for absence from the meeting were received on behalf of
Councillors N. Ayub and Stewart MBE.

31 LOCAL GOVERNMENT ACT 1972, PART VA (REF: 7)

Resolved: That, under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting as it was likely that if members of the public were present during the item of business to be considered, there would be disclosure to them of exempt information falling within the paragraphs of Schedule 12A to the Local Government Act 1972, indicated beneath each of the following items

32 RECRUITMENT AND RETENTION ALLOWANCE PAYMENTS 2012-2013

(REF: 8)

The Committee was reminded that on 28th June and 12th July 2012 they had considered reports updating them with the conclusions of the Recruitment and Retention Allowance payments. At those meetings the Committee had requested that the relevant Head of Service for Housing, Fixed Assets, Engineering and Street Services and Transportation provide further information to support the hard to fill posts referred to within those services.

Members were circulated with information produced by Income Data Services which outlined those posts currently paid below the market median and therefore recommended for a recruitment and retention (R&R) allowance.

The following Heads of Service addressed the Committee:

- Fixed Assets
- Transportation
- Engineering and Street Services
- Housing

Following further discussion regarding the specific issues along with the principles of R&R payments members requested that further information be brought back to the next meeting of the Administration Committee to enable Members to begin a thorough review of the approach to R&R payments and the Council's Pay and Reward Strategy as a whole including:

- Numbers of staff receiving R&R payments that have left the Council;
- Where staff are moving on to when leaving the Council;
- Reasons why staff are leaving the Council
- Analysis of where we are recruiting staff from i.e. public or private sector along with where we advertise posts.

Resolved: (i) That the recommended recruitment and retention allowance payments set out in Appendices A – D of the report of the Director of Commercial and Transformation Services (Ref: 8) be approved;

(ii) That it be noted that a salary review of these posts evidenced as hard to fill, has been conducted by Income Data Services – an independent agency dealing with pay modelling;

(iii) That the principles for setting recruitment and retention allowance payments which should apply to these posts should be those

that were agreed at the 12th July 2012 Administration Committee.

(Note: The meeting ended at 7.20 p.m.)