

## **BATH AND NORTH EAST SOMERSET**

### **RE-STRUCTURING IMPLEMENTATION COMMITTEE**

Thursday, 19th January, 2012

**Present:-** Councillors John Bull, Paul Crossley and Francine Haeberling

**Also in attendance:**

#### **10 APOLOGIES FOR ABSENCE**

There were no apologies for absence.

#### **11 EMERGENCY EVACUATION PROCEDURE**

The Chair drew attention to the emergency evacuation procedure as set out on the agenda.

#### **12 DECLARATIONS OF INTEREST UNDER THE LOCAL GOVERNMENT ACT 1972**

There were no declarations of interest made.

#### **13 TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIR**

There were no items of urgent business.

#### **14 MINUTES OF PREVIOUS MEETING - 25TH JULY 2011**

The minutes of 25<sup>th</sup> July 2011, including the exempt minutes of the same meeting, were confirmed as a correct record and signed by the Chair.

#### **15 QUESTIONS AND STATEMENTS**

There were no questions or statements received from the public or Councillors.

#### **16 FUTURE COUNCIL IMPLEMENTATION: CHIEF EXECUTIVE RENUMERATION**

The Committee considered a report seeking Members' instructions on the pay and remuneration of the Head of Paid Service/Chief Executive.

The Head of Human Resources introduced the item by inviting the Committee to consider and endorse the role profile. He then outlined the three main areas the HAY Group had raised for consideration; the level of pay, whether it should be within a range or at a fixed 'spot' point and whether it should be linked with performance on an 'earn-back' basis.

Members debated the issue and then, on a motion from Councillor Paul Crossley, seconded by Councillor Francine Haeberling, it was

## RESOLVED

1. That the role profile as set out in Appendix 1 to the report be endorsed for the appointment of the new Chief Executive;
2. That the appointment of the Chief Executive should be on a 'spot' salary within the range £145,000 to £155,000 pa, taking account of current public sector market median data provided by the independent consultants;
3. That, at the present time, there should be no variable element within the remuneration package. However, this is a matter to be kept under review in the context of implementing the senior management structure within the 'Future Council' proposals; and
4. That all other conditions of employment for the Chief Executive to be in accordance with those determined for Chief Executives nationally by the Joint Negotiating Committee for Local Authority Chief Executives as supplemented by locally agreed terms and conditions where agreed from time to time.

The meeting ended at 2.20 pm

Chair(person) .....

Date Confirmed and Signed .....

**Prepared by Democratic Services**