

**A MEETING OF THE POLICY AND ORGANISATION BOARD
WAS HELD ON 11 JULY 2018**

The Mayor (Councillor Mrs Furlong) (ex-officio), Bateman (P), Burgess (P), Carter (P), Chegwyn (P), Mrs Cully (P) Foster-Reed (P), Hook (Chairman) (P), Hicks (P), Hylands, Jessop (P), Murphy (P), Pepper (P) Philpott (P)

It was reported that in accordance with Standing Order 2.3.6 Councillor Hammond had been nominated to replace Councillor Hylands for this meeting.

7. APOLOGIES

Apologies for inability to attend the meeting were received from Councillor Hylands.

8. MINUTES

RESOLVED: That the minutes of the meetings of the Board held on 6 February 2018 and 17 May 2018 be signed as a true and correct records.

9. DECLARATIONS OF INTEREST

There were none.

10. DEPUTATIONS

There were no deputations.

11 PUBLIC QUESTIONS

There were no public questions.

12. REVIEW OF PAY SPINE

Consideration was given to the report of the Head of Human Resources seeking approval for the extension of the Council's pay spine to include an additional two pay grades, (13 and 14) and salaries to be attached to those grades as detailed in the report.

Members acknowledged that some officers had been working above and beyond their normal workloads and recognised that this should be reflected in their pay.

Members were advised that any potential recipients of the additional grades would need to go through the job evaluation process.

Members were advised that the additional scales were listed in the report and that the anticipated additional cost resulting from the additional grades was £8,000 which could be accommodated within the existing budget.

RESOLVED: That the extension of the Council's pay spine to include an additional two pay grades (13 and 14) and salaries to be attached to these pay grades as detailed in section 2.5 of the report be approved.

13. HR POLICY CHANGES

Consideration was given to the report of the Head of Human Resources seeking approval of proposed changes to the Human Resources policies.

Members recognised that the policies had already been considered by the Local Joint Staff Committee and that the union comments had been considered and included in the policies. Members thanked officers for the significant work that had gone into the review.

RESOLVED: That the new policies as detailed in the report of the Head of Human Resources and associated changes be approved.

14. ANY OTHER ITEMS

There were none.

Concluded at 18.04