
Employment Panel

Report of the meeting held on 16th March 2004

Matters for Information

28. STANDBY PAYMENTS

In order to achieve a consistency of approach the Panel has reviewed the existing arrangements for standby payments across the Council.

Having regard to the potential implications of a recent Court of Appeal ruling and subject to confirmation of the details of the outcomes of the case, the Panel has approved the adoption of a series of proposals for revised standby arrangements and allowances. The new allowances will be paid from 1st April 2004 and varied thereafter by reference to the salary award negotiated each year.

The Panel has also agreed that a mobile telephone should be provided to employees participating in standby arrangements and that reasonable free personal use should be permitted.

29. REQUESTS TO FILL VACANT POSTS

Having considered details of ten vacancies in existing and new posts, the Panel has authorised the Head of Personnel Services to commence recruitment in each case.

30. RETIREMENT OF PERSONNEL – ACKNOWLEDGEMENT

The Panel has placed on record its recognition of and gratitude for the excellent contribution made by Mr A P Shaw, Environmental Health Officer during his 43 years service in local government and has conveyed its wishes to him for a long and happy retirement.

31. GROUNDS MAINTENANCE CONTRACT – STAFFING IMPLICATIONS

Arising from the forthcoming transfer of the Grounds Maintenance Contract for the northern area of the District from Service Team to the Council's Operations Division, the Panel has approved the payment of a redundancy package to one of the contractor's transferring employees whose services will no longer be required.

32. CORPORATE MANAGEMENT STRUCTURE

Having considered a report by the Chief Executive on a revised structure for the Chief Officers' Management Team to match the Council's current requirements and to achieve consistency across the organisation, the Panel has agreed to redesignate the three Director Posts within the Council as follows:-

Existing Designation	New Designation
Corporate Director, Commerce and Technology	Director of Commerce and Technology
Executive Director of Central Services	Director of Central Services
Director of Operational Services	No change

Furthermore, in recognition of the increased responsibilities of the Director of Central Services as Monitoring Officer and otherwise, coupled with the increasing requirement for a free-standing Chief Executive, the Panel has agreed to place the post of Director of Central Services on Grade 2, in line with the two other Director posts.

33. PAY HEALTH CHECK

In the light of the results of an independent "Pay Health Check" commissioned from Inbucon Consultants, the Panel has reviewed the salary scale for the Council's Chief Executive and in so doing has approved a new scale based on the external market level for a post of this nature and seniority.

J W Davies
Chairman