



GOVERNANCE COMMITTEE

TUESDAY, 24 JANUARY 2017

11.30 AM (OR AT THE CONCLUSION OF THE CABINET, WHICHEVER IS THE LATER)
COMMITTEE ROOM, COUNTY HALL, LEWES

MEMBERSHIP - Councillor Keith Glazier (Chair)
Councillors Godfrey Daniel, David Elkin, Philip Howson and David Tutt

A G E N D A

- 1 Minutes of the meeting held on 15 November 2016 (*Pages 3 - 4*)
- 2 Apologies for absence
- 3 Disclosures of interests
Disclosures by all members present of personal interests in matters on the agenda, the nature of any interest and whether the member regards the interest as prejudicial under the terms of the Code of Conduct.
- 4 Urgent items
Notification of items which the Chair considers to be urgent and proposes to take at the appropriate part of the agenda. Any members who wish to raise urgent items are asked, wherever possible, to notify the Chair before the start of the meeting. In so doing, they must state the special circumstances which they consider justify the matter being considered urgent.
- 5 Amendments to Constitution - Review of Proper Officer appointments (*Pages 5 - 6*)
Report by Assistant Chief Executive
- 6 Local Managers' Pay 2017/18 (*Pages 7 - 12*)
Report by Chief Operating Officer
- 7 Any other items previously notified under agenda item 4

PHILIP BAKER
Assistant Chief Executive
County Hall, St Anne's Crescent
LEWES BN7 1UE

16 January 2017

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GOVERNANCE COMMITTEE

MINUTES of a meeting of the Governance Committee held at County Hall, Lewes on 15 November 2016.

PRESENT Councillors Keith Glazier (Chair), Godfrey Daniel, David Elkin, Philip Howson and David Tutt

29 MINUTES OF THE MEETING HELD ON 20 SEPTEMBER 2016

29.1 RESOLVED – that the minutes of the previous meeting of the Committee held on 20 September 2016 be confirmed as a correct record

30 REPORTS

30.1 A copy of the report referred to below is included in the minute book

31 AMENDMENT TO CONSTITUTION: CORPORATE PARENTING PANEL TERMS OF REFERENCE, QUORUM OF COMMITTEES, PANELS AND OTHER BODIES AND THE SCHEME OF DELEGATION TO OFFICERS

31.1 The Committee considered a report by the Assistant Chief Executive regarding proposed amendments to the Constitution.

31.2 The Committee RESOLVED to recommend the County Council to agree to the Constitution being amended as set out in paragraphs 1.4, 2.2 and 3.1 of the report

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Report to: **Governance Committee**

Date: **24 January 2017**

By: **Assistant Chief Executive**

Title of report: **Amendment to Constitution - Review of Proper Officer appointments**

Purpose of report: **To make an appointment to the Proper Officer for accepting declarations of acceptance of office.**

RECOMMENDATION:

The Committee is recommended to recommend County Council to agree to the Assistant Chief Executive post being designated as the Proper Officer for accepting declarations of acceptance of office as set out in paragraph 1.1 of the report.

1. Background Information

1.1 The County Council is required to make formal appointments to a number of Proper Officer positions. Currently, the Chief Executive's post is designated as the Proper Officer for receiving declarations of acceptance of office. It is now considered appropriate that the Proper Officer for such matters should be the Assistant Chief Executive post and that the list of Proper Officers appointments should be amended as follows:

List of Proper Officers designated by the County Council

Local Government Act 1972

Section	Subject	Proper Officer
83	Accepting declarations of acceptance of office	Assistant Chief Executive

1.2 The County Council is required to make formal appointments to a number of Proper Officer positions. The Governance Committee is asked to recommend that the appointments listed above be agreed and included in the Council's Constitution.

PHILIP BAKER
Assistant Chief Executive

Contact Officer Andy Cottell, 01273 481955

Local Members: All

Background Documents: None

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Report to: Governance Committee
Date of meeting: 24 January 2017
By: Chief Operating Officer
Title: LMG Managers Pay 2017/18
Purpose: To determine the pay offer for the LMG Pay negotiations with UNISON for 2017/18

RECOMMENDATIONS

The Governance Committee is recommended to determine the pay offer for LMG Managers to be negotiated with Unison for 2017/18 as being equivalent to the National pay offer of 1%.

1 Background

1.1 LMG Managers' pay is locally negotiated with Unison and reported to the Governance Committee on an annual basis, to approve the pay offer and any subsequent settlement. Two reports are therefore presented: the first, in January, seeking agreement to the offer and the second, in March, finalising the offer following local negotiations with Unison in January/February.

1.2 The national (NJC) pay award is relevant to these local negotiations as the decision made regarding the local pay offer needs to take into account the impact on the wider workforce and organisation as a whole. In addition, there is an overlap between LMG1 and the top of the Single Status pay range (SS13) which applies to specialist professional posts, such as Senior Practitioners in Adult Social Care and Children's Services. It is therefore important to ensure that these two grades remain comparable and that the relativities do not widen too far.

1.3 Set against this background, the local pay award for LMG Managers has therefore historically mirrored the national award. Any consideration of a pay increase must, however, take into account the savings targets and significant financial challenges facing the Council, as well as any Government pay policy for the public sector.

2 Supporting information

2.1 The annual Consumer Prices Index (CPI) inflation measures changes in the price level of consumer goods and services purchased by households. The CPI 12-month rate (the amount prices change over a year) between November 2015 and November 2016 stood at 1.2% (Office for National Statistics, December 2016), compared with a 0.9% increase in the year to October 2016, and is the highest since October 2014. CPI is the inflation measure used in the Government's target for inflation and for purposes such as uprating pensions, wages and benefits.

2.2 For the three months ending October 2016, the median pay settlement for the private sector was 2%, whereas in the public sector it was 1%. The median for the whole economy was 1.5% (Xpert HR, November 2016). Total pay in the public sector (average weekly earnings including bonuses) grew by 1.4% when compared with a year earlier over the three months to September 2016. In contrast, total pay in the private sector rose by 2.5% over this period. (Labour market statistics, ONS)

2.3 The wastage figure for voluntary leavers among LMG Managers (e.g. resignations) for the half year period April to Sept 2016 is 2.63%. For comparison purposes, for the period April to Sept 2015 it was 3.6% and for April to Sept 2014, 3.58%.

2.4 Whilst the current rate of inflation is 1%, up 0.2% from August 2016, the National Institute of Economic and Social Research (NIESR) has predicted that the rate of inflation will rise to 4% in the second half of 2017 (NIESR, November 2016). Should this occur the increase will have a significant impact on real disposable income.

Pay Negotiations 2017/18

2.7 The national NJC local government services pay award was agreed in May 2016 and provided for a two-year deal covering the period 1 April 2016 to 31 March 2018. This agreement essentially

provided for a 1% increase each year (i.e. for 2016/17 and 2017/18). It is worth noting, however, that at the recent national UNISON conference, delegates voted for a pay claim to be constructed and submitted for 2017/18 outside of the previously agreed two-year deal. Whilst this has not been formally presented yet, this will certainly be more than the previously agreed 1%.

2.8 LMG Managers received a pay award of 1% for the financial year 1 April 2016 to 31 March 2017 to mirror the national NJC award. Prior to this, they received an overall pay award of 2.20% for the two-year period 1 April 2015 to 31 March 2016, again, in line with the national NJC pay award.

Financial Implications

2.9 The LMG pay bill is approximately £29M per annum including on-costs. If we were to mirror the two-year national NJC offer, this would provide for an offer of 1%, which would cost approximately £291,000, including on-costs.

2.10 Revenue budgets for 2017/18 have been prepared with provision for a pay award of 1%, in line with the Government's pay policy for the public sector.

2.11 Appendix 1 provides high level benchmarking data in relation to the key LMG grades. As can be seen from this, the LMG grades are broadly in line with our neighbours. The majority have confirmed that their pay awards will mirror the national position.

2.12 Attached at Appendix 2 is a copy of the current LMG salary scales along with the impact of a 1% uplift.

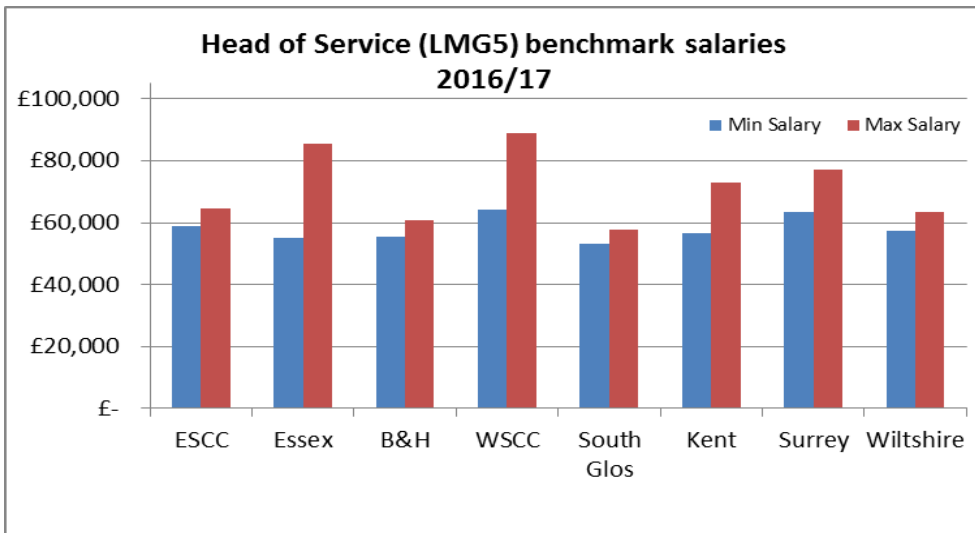
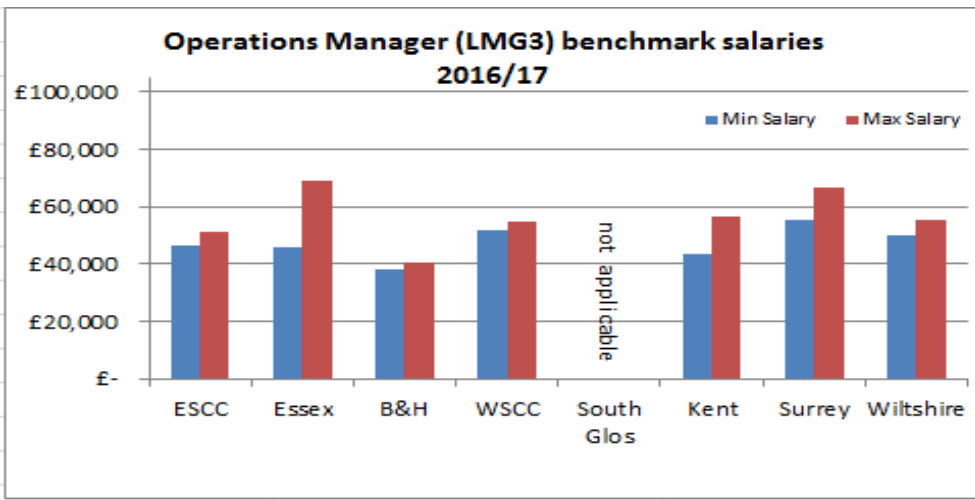
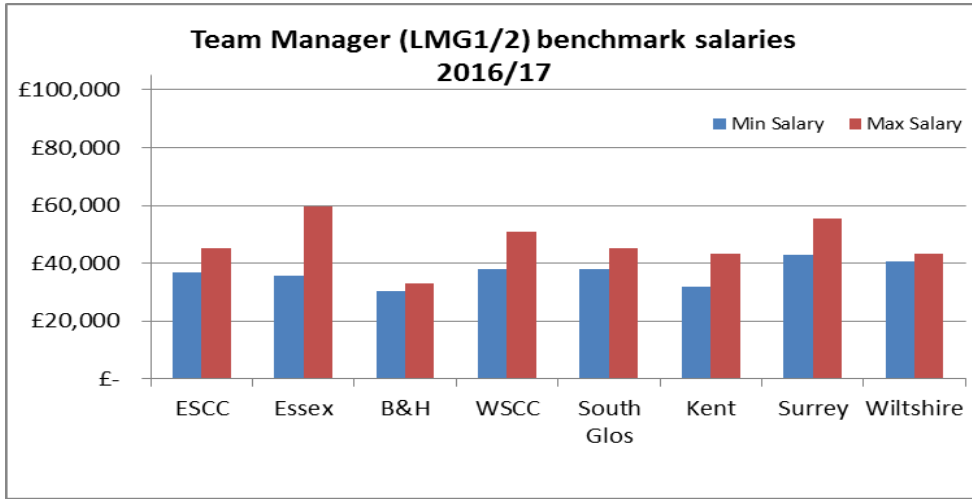
3. Recommendations

3.1 The Governance Committee is recommended to determine the pay offer for LMG Managers to be negotiated with Unison for 2017/18 as being equivalent to the National pay offer of 1%.

KEVIN FOSTER
Chief Operating Officer

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Grade	Scale point	01/04/16	Proposed 1% Increase	Single Status 13 01/04/2017
LMG 1	5	£36,781	£37,149	Scp 34 £37,510
	6	£37,885	£38,264	Scp 35 £38,896
	7	£39,020	£39,410	Scp 36 £40,335
	8	£40,194	£40,596	
LMG 2	9	£41,401	£41,815	
	10	£42,646	£43,072	
	11	£43,928	£44,367	
	12	£45,248	£45,700	
LMG 3	13	£46,606	£47,072	
	14	£48,006	£48,486	
	15	£49,452	£49,947	
	16	£50,931	£51,440	
LMG 4	17	£52,466	£52,991	
	18	£54,040	£54,580	
	19	£55,660	£56,217	
	20	£57,334	£57,907	
LMG 5	21	£59,060	£59,651	
	22	£60,823	£61,431	
	23	£62,660	£63,287	
	24	£64,540	£65,185	
LMG 6	25	£66,482	£67,147	
	26	£68,474	£69,159	
	27	£70,529	£71,234	
	28	£72,641	£73,367	
LMG 7	29	£74,824	£75,572	
	30	£77,072	£77,843	
	31	£79,393	£80,187	
	32	£81,770	£82,588	
LMG 8	33	£84,223	£85,065	
	34	£86,755	£87,623	
	35	£89,361	£90,255	
	36	£92,048	£92,968	

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