

## **CHIEF OFFICER PAY PANEL**

**8 DECEMBER 2015**

Present: Councillor G Derbyshire (Chair)  
Councillors D Scudder, A Khan and T Rogers

Officers: Managing Director  
Democratic Services Manager

### **1 APOLOGIES FOR ABSENCE**

There were no apologies received. Councillor Shah was absent without apologies.

### **2 DISCLOSURES OF INTEREST**

There were no declarations of interest.

### **3 MINUTES**

The minutes of the Chief Officer Pay Panel meeting held on 18 September 2013 were submitted and signed.

### **4 EXCLUSION OF PRESS AND PUBLIC**

RESOLVED

that, under Section 100A (4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business as it was likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during consideration of the item there would be disclosure to them of exempt information as defined in Section 100(1) of the Act for the reasons stated in the report.

### **5 HEAD OF HUMAN RESOURCES - PAY AND GRADING**

The Managing Director introduced the report and thanked the panel for convening to consider the matter.

The pay scale for the Head of Human Resources had been identified in the biennial equal pay review carried out by the East of England Local Government

Association as an issue to be addressed. In addition, the Managing Director explained that the Council had moved from a shared services arrangement with Three Rivers District Council to a Lead Authority model with Watford Borough Council leading on Human Resources.

The Head of Human Resources post was still on the Shared Services Head of Service pay grade, although the post now had similar responsibilities to Watford Borough Council Heads of Service. The current Head of Service had also been successful in securing a number of contracts which were generating income for the Council and more than covered the cost of any increase following the move in pay scales.

The Managing Director responded to questions from the panel.

RESOLVED

Approved the regrading of the Head of Human Resources role onto the Watford Non Shared Head of service payscale as set out in paragraph 3 of the report.

Chair

The Meeting started at 5.30 pm  
and finished at 5.40 pm