

COUNCIL FUNCTIONS COMMITTEE

14 June 2022

Present: Councillor D Walford (Chair)
Councillor D Allen-Williamson (Vice-Chair)
Councillors A Dychton, A Grimston, G Saffery and N Shah

Officers: Managing Director
Executive Head of Human Resources
Democratic Services Manager

1 Apologies for absence/ committee membership

There was a change of membership for this meeting: Councillor Grimston replaced Councillor Johnson and Councillor G Saffery replaced Councillor Watkin.

Apologies for absence had been received from Councillor Watling.

2 Disclosure of interests (if any)

There were no disclosures of interest.

3 Minutes

The minutes of the meeting held on 23 February 2022 were agreed and signed.

4 New Pay Grade - Associate Directors (Deputy Chief Officers)

The committee received a report of the Executive Head of Human Resources and Organisational Development which asked members to consider the pay scales for senior staff, specifically at Deputy Chief Officer level with the new grade of Associate Director.

The Executive Head of Human Resources and Organisational Development advised that the report was asking the committee to consider the pay grade for the Associate Director level. Research had been carried out and examples of advertisements were attached as Appendix 2 to the report. It was important the council offered a competitive salary due to the breadth of responsibilities and the closeness to London. The report was seeking the introduction of a new band 12 that would only be available to Deputy Chief Officers. He added that the East of England Local Government Association had assisted the council in its work on

this matter and had helped with the role profiles. The new band provided flexibility and the opportunity for individuals to grow.

RESOLVED –

1. that the proposed new pay band 12 be approved.
2. that the new pay band be restricted to those at Deputy Chief Officer level only due to the scope, responsibility and accountability of the role.
3. that the post of Associate Director be appointed to on NJC terms and conditions of employment.

Chair
Council Functions Committee

The Meeting started at 6.35 pm
and finished at 7.10 pm