

## **EMPLOYMENT COMMITTEE**

**19 FEBRUARY 2014**

### **PRESENT**

Councillor B. Rigby (in the Chair).

Councillors Mrs. P. Dixon (Vice-Chairman), J. Bennett, Mrs. L. Cooke, C. Hynes, J. Lamb and A. Western.

Also Present: Councillors R. Bowker and Mrs. J. Brophy.

#### In attendance

Chief Executive (Ms. T. Grant),

Director of Finance (Mr. I. Duncan),

Director of Human Resources (Ms. J. Hyde),

Director of Legal and Democratic Services (Ms. J. Le Fevre),

Head of Human Resources Business Partnering (Ms. D. Lucas),

Democratic Services Officer (Mr. I. Cockill).

### **15. MINUTES**

That the Minutes of the meeting held on 2 December 2013 be approved as a correct record and signed by the Chairman.

### **16. TRAFFORD COUNCIL'S PAY POLICY STATEMENT FOR 2014/15**

The Director of Human Resources submitted a report providing Members with information relating to Trafford's pay policy for 2014/15 in line with the requirements for the Localism Act 2011.

Further to paragraph 2.6 of the report, the Director of Finance advised that Pension Contributions from 2014/15 had now been fixed at 18.9%.

The Director of Human Resources also indicated that the Committee would receive further information regarding the position of Trade Unions officials in employment.

RESOLVED: That the 2014/15 Pay Policy Statement, as set out in the report, be recommended to the Council for approval.

### **17. OUTCOME OF THE BUDGET CONSULTATION 2014/15 - STAFFING IMPACT**

The Director of Human Resources submitted a report providing an overview of the Budget Consultation 2014/15 process and the outcomes of the staff consultation, including how proposals have changed as a result of consultation.

Further to the report, the Director of Human Resources provided an update on the impact of the budget proposals on the workforce and reported that the Council was envisaging 19 compulsory redundancies.

**Employment Committee**  
**19 February 2014**

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The Director of Human Resources also advised the Committee of the process for engaging those staff that had not accepted the changes to the terms and conditions of employment.

RESOLVED –

- (1) That the Committee notes the full consultation process that has been undertaken with staff in relation to the 2014/15 budget proposals and thanks the Director of Human Resources and her team for organising such a thorough and extensive process.
- (2) That the Committee also notes that staff debriefings relating to the proposals will be undertaken on 20 February 2014 to confirm the outcome of Council's decisions relating to the budget.

**18. EXCLUSION RESOLUTION**

RESOLVED: That the public be excluded from this meeting during consideration of the remaining item of business because of the likelihood of disclosure of "exempt information" which falls within Paragraph 1 of Schedule 12A of the Local Government Act 1972, as amended.

**19. PROPOSED HONORARIA FOR THE CORPORATE DIRECTOR ECONOMIC GROWTH AND PROSPERITY**

The Chief Executive submitted a report setting out a proposal for the payment of an honorarium to the Corporate Director Economic Growth and Prosperity, for assuming the overall responsibility for the Environment Transport and Operations Directorate following the secondment of the current post holder to Transport for Greater Manchester.

Members were reassured that all key operations were covered capably and that any restructure proposals for the directorate would be considered by the Committee.

RESOLVED: That the Committee notes the content of the report in the context of arrangements for salaries, as outlined in the Pay Policy and endorses the proposals for the payment of an honorarium, as detailed in the report.

The meeting commenced at 5.30 p.m. and finished at 5.51 p.m.