

MINUTES OF THE GENERAL PURPOSES COMMITTEE (SPECIAL)
Wednesday, 12th November 2003 at 6.30 pm

PRESENT: Councillor John (Chair), Councillor Coughlin (Vice-Chair) and Councillors R Blackman, Kagan, D Long, H B Patel and R S Patel (part).

Apologies for absence were received on behalf of Councillor Lyon.

1. Declarations of Personal and Prejudicial Interests

None.

2. Deputations

None.

3. Review of No Pay Protection Arrangements in the Council following Organisational Change or Redeployment to a Lower Graded Post

The Committee had before them a report requesting whether the Council should review its policy of no pay protection for staff, following organisational change or redeployment to a lower graded post. The report also proposed that the Director of Human Resources and Diversity be given the authority to approve individual cases for pay protection based on the criteria outlined in paragraphs 9.3 to 9.7 therein.

The Director of Human Resources emphasised that only a small number of people would be affected, which enabled the decision in each case to be made on an individual basis. In response to some Members' enquiries, the Director advised that this proposal followed other organisational change and was governed by the set criteria detailed in the report.

RESOLVED:

that it be agreed:-

- (i) Human Resources undertake a full review of the no pay protection policy, which currently applies in the Council following organisational change. This review to be completed no later than 31st December 2003;
- (ii) the Director of Human Resources and Diversity report back to this Committee on the findings stemming from the review;
- (iii) until such time as the review is completed, and the recommendations arising from the review are implemented, the Director of Human Resources and Diversity be authorised to

approve individual cases for pay protection, based on the criteria outlined in paragraphs 9.3, 9.4, 9.5, 9.6 and 9.7 of the report;

- (iv) where pay protection is approved, it last for a one-year period in all cases. During that one-year period only, the individual will have no entitlement, either to the annual pay award, or to incremental progression.

4. Senior Staff Pay – Addition to Hay Grades

The Committee received a report presented by the Principal Human Resources Policy Advisor detailing a tidying-up exercise following the review of Chief Officer/Hay graded staff that took place earlier this year, and which proposed an additional grade.

RESOLVED:-

- (i) that the adoption of a Hay 5 grade as set out in the appendix to the report, be agreed with immediate effect;
- (ii) that the SS17 grade that was proposed as part of the Draft Single Status Pay Scales, agreed at the meeting of this Committee held on 22nd May 2003, be removed.

5. Award of Contract for Payroll and IT Support Services

The Chair introduced this report as urgent for the following reason:

‘Any further delay in the completion of the contract for ‘Payroll and IT Support Services’ with ITNET UK Limited could jeopardise the implementation of the new payroll system. The outcome of that could lead to serious financial and staffing implications for the Council.’

The report was presented by the Deputy Director of Finance and requested authority to continue finalising the Payroll Contract with ITNET UK Limited, who had revised their original pricing submission. Included in the report was an update on the status of the current Payroll contract discussions and an evaluation of the pricing revisions in comparison with those submitted to the Executive on 18th August 2003.

Members were advised that ITNET had produced a due diligence analysis and that this had identified extra requirements which had led ITNET to revise their original pricing submission. Members noted that ITNET had been contracted by the Council since 1993 and had provided a satisfactory service to date.

RESOLVED:-

- (i) that the revised cost submitted by ITNET UK Limited for operating the Payroll Contract on behalf of the Council be approved;
- (ii) that the Director of Finance be authorised to continue finalising the contract with ITNET UK Limited subject to advice from the Borough Solicitor.

6. **Appointment to Outside Bodies**

None.

7. **Sub-Committee Membership Changes**

None.

8. **Any Other Urgent Business**

None.

The meeting ended at 6.50pm

A JOHN
Chair

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