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**SOUTHEND-ON-SEA BOROUGH COUNCIL**

**Meeting of Senior Managers' Pay Panel**

**Date: Monday, 22nd October, 2018**  
**Place: Committee Room 5 - Civic Suite**

**Present:** Councillor J Lamb (Chair)  
Councillors J Courtenay, I Gilbert, L Salter and R Woodley

**In Attendance:** A Griffin and S Putt

**Start/End Time:** 9.30 - 10.15 am

**1 Apologies**

There were no apologies for absence at this meeting.

**2 Declarations of Interest**

There were no declarations of interest at this meeting.

**3 Senior Managers' Appraisals**

The panel considered a report of the Director of Transformation.

Resolved:

To recommend to Cabinet that they agree the following:

'The process for Senior Managers Appraisals be amended and to include that Cabinet Members be consulted on the Appraisals for Directors during the process.'

**4 Senior Managers' Pay**

The panel considered a report of the Chief Executive.

Resolved:

1. To unanimously recommend to Cabinet Option 2 for the revision of the pay structure for Senior Managers with effect from 1 October 2018.

2. To recommend to Cabinet the market supplements of £7,500 are paid for a period of 12 months (to be reviewed) to the following posts:

Director of Integrated Commissioning  
Director of Adult Social Care and Housing

3. To recommend further consideration is given to the Director of Children's Services at the point at which the Council improves these services to 'good' or when the post becomes vacant whichever is the sooner.

4. That a 3 year review is undertaken to bench mark Senior Managers salaries and considered at Senior Management Pay panel.

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