

SOUTHEND-ON-SEA BOROUGH COUNCIL

Meeting of the Performance Related Pay Panel

Date : Tuesday, 23rd June 2015

Place : Civic Centre, Civic Suite, Executive Board Room

Present: Councillor Woodley (Chairman)
Councillors Longley, Gilbert, Moyies
Ms L Thomson

In Attendance: R .Tinlin

Start/End Time: 17.30 / 18.40

1 Apologies and substitutions

None

2 Declarations of interest

Declaration of interest was registered from Mr Tinlin.

3. Exclusion of the Public

It was agreed to exclude the public , under section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the items of business set out below on the grounds that they involve the likely disclosure of exempt information as defined in Part 1 of Schedule 12A to the Act, and that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

***** Part II**

4. Senior Management Performance Assessment & Targets

- a. The Panel considered the report of the Chief Executive & Town Clerk together with the appraisal papers from the individual appraisal panels for the directors and heads of service, agreed the assessments for 2014-15 and approved, with some minor modifications, the individual performance targets for 2015-16.

The Panel also agreed the following, applicable to the chief executive and senior management:

- b. That the payments available under the PRP scheme are suspended for a further year.

- c. That the senior managers are still subject to and assessed under the Performance Review Scheme.

The Panel noted that, in line with decisions taken at previous meetings of the Panel,

- d. Senior managers are awarded any nationally agreed increase applied to other staff, until the PRP scheme is reinstated or replaced and that it is paid to individuals by way of a salary uplift and/or an unconsolidated payment depending on where they are on the salary range. (This mirrors the way in which performance payments have been awarded previously and does not inflate current salary ranges).

The Panel noted that

- e. In line with the decision taken by the Panel in May 2014, a paper will be presented to a future meeting of the Panel to determine the approach to performance related payments for the year 2015-16 and beyond.

5. Consider and agree the performance assessment covering 2014-15 and the recommended performance targets for 2015-16 for the Chief Executive.

The Panel considered and approved the report prepared for the appraisal panel with regard to the Chief Executive, including approving the Chief Executive's performance targets for 2015-16.