

SOUTHEND-ON-SEA BOROUGH COUNCIL

Meeting of the Senior Management Pay Panel

Date: Tuesday, 17th July 2018

**Place: Executive Boardroom,
Civic Suite, Civic Centre, Southend-on-Sea**

Present: Cllr Lamb (Chair), Cllr Courtenay (Vice-Chair), Cllr Salter,
Cllr Gilbert, Cllr Woodley and Michelle Kirk (EELGA)

In attendance: A Griffin, J Ruffle, S.Putt

Start/End Time: 10.00am/

1 Apologies and substitutions

None

2 Declarations of interest

JR for item 5. JR withdrew from the discussion at the relevant point in the meeting.

3. Exclusion of the Public

Resolved:-

That, under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the item of business set out below, on the grounds that it would 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.

4 Senior Managers Pay Award 2017/18

The Panel considered the report of the Director of Transformation.

Resolved:

To recommend to Cabinet that they agree the following:

A pay award of 2% is applied to the senior management grades for

2018/19 effective from April 2018.

It was further noted that a salary benchmarking report be considered by the panel in Autumn 2018.

5 Appraisal and Target Setting

The panel considered the report of the Director of Transformation.

Resolved:

1. That the outcomes of the targets for 2017/18 be noted subject to minor amendments as agreed with the Chief Executive.
2. That the targets for Senior Managers for 2018/19 as recommended by the Chief Executive and the relevant Cabinet member be agreed subject to minor amendment as discussed with the Chief Executive.

It was further noted that the appraisal process for 2019/20 will be reviewed for consistency, transparency and efficiency.