

SOUTHEND-ON-SEA BOROUGH COUNCIL

**Meeting of the Performance Related Pay Panel**

**Date: Tuesday, 13<sup>th</sup> December 2016**

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

**Present:** Cllr Lamb (Chair), Cllr Holland, Cllr Moring, Cllr Woodley

**In attendance:** Mr R Tinlin and Ms J Ruffle (advisors to the Panel)

**Start/End Time:** 17.30 /

**1 Apologies and substitutions**

None

**2 Declarations of interest**

Declarations of interest were noted from Mr Tinlin & Ms Ruffle.

**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 Performance Related Pay for Senior Managers**

The Panel considered the report of the Chief Executive

Resolved:

To recommend to Cabinet that they agree the following:

1. That the Senior Manager pay ranges move to a 'spot' salary as detailed in Appendix 1 to the submitted report.

2. That the principles of the Council's PRP scheme be maintained and that the scheme be amended in line with recommendation 1. The revised scheme will continue to ensure that the performance of senior managers against agreed objectives will be monitored and assessed through an annual appraisal cycle.

3. That these changes are incorporated in the Council's Pay Policy Statement for 2017/18 and are therefore effective from 1<sup>st</sup> April 2017.

**5 Date of next meeting**

To be agreed.