

**Minutes of the Meeting of the JOINT STAFF COMMITTEE/  
HUMAN RESOURCES PANEL held on 19 October 2017**

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**PRESENT -**

Councillor Hannah Dalton (Chairman); Councillors Alex Clarke, Neil Dallen (as nominated substitute for Councillor Rekha Bansil), Robert Foote, Guy Robbins and Peter Webb

In Attendance: Sam Beak and Tim Richardson (Staff representatives)

Absent: Councillor Rekha Bansil

Officers present: Shona Mason (Head of Human Resources and Organisational Development), Debbie Childs (HR Business Advisor) and Fiona Cotter (Democratic Services Manager)

**4 DECLARATIONS OF INTEREST**

No declarations of interest were made by councillors regarding the item on the Agenda.

**5 MINUTES OF PREVIOUS MEETING**

The Minutes of the Meeting of the Joint Staff Committee held on 6 July 2017 were agreed as a true record and signed by the Chairman.

**6 REVISED PAY AND PERFORMANCE SCHEME**

A report was presented to members that provided an overview of a proposed new Pay and Performance scheme for Epsom and Ewell Borough Council to be implemented in April 2018. The report included feedback from staff, collated as part of the pay consultation undertaken by the Staff Consultative Group. Sam Beak and Tim Richardson were in attendance to represent the views of staff.

In summary, it was noted that, whilst welcoming the move away from the current appraisal scheme, staff were looking for equality for those currently on spinal point nine and a cost of living increase of around 1.5% – 2%. In order to address the issue of equity for those employees on SCP 9, on top of the proposed 1% consolidated payment, a further 1% non-consolidated payment could be made at a further cost of £18k. This was a one off payment that would not affect the base pay bill. However, the Panel was advised that a cost of living increase of 1.5% - 2% would cost upwards £165K and was not financially viable within existing budgets. Whilst it was acknowledged that growth of salaries would be beneficial,

this was against a backdrop of continuing financial challenges. The Council could make a commitment to staff that, in preparing the Council's next four year medium term financial plan (2020-2024), due consideration would be given to the findings of the current review and growth in the salary budget.

(Sam Beak and Tim Richardson left the meeting at 18.10 and the meeting reconvened as a meeting of the Human Resources Panel)

Having reviewed the proposed new Pay and Performance scheme and feedback collated from staff as part of the consultation undertaken by the Staff Consultative Group, members of the Human Resources Panel recommended to the Strategy and Resources Committee that:

- (1) the proposed new Pay & Performance scheme set out in Annexe 4 be approved and adopted for implementation from April 2018;
- (2) the proposed new Pay & Performance scheme be phased in over two financial years as follows:
  - a) No cost of living increase across the board or performance pay to be made in 2018/19 and
  - b) the Bonus A scheme be discontinued from the end of 2017/18 financial year;
  - c) Annual Progression on a 9 point scale be introduced in 2018/19 with assimilation from 20 Market Anchors to 12 Market Anchors;
  - d) All employees on SCP 9 be awarded a one off 1% (consolidated) plus a one off 1% non-consolidated payment in April 2018;
  - e) 1% be paid across the board to all employees in 2019/20 (an increase from the proposed 0.5%)
- (3) the National Joint Council (NJC), Local Government Single Status job evaluation scheme (Green Book) be adopted.

*The meeting began at 5.36 pm and ended at 6.38 pm*

COUNCILLOR HANNAH DALTON (CHAIRMAN)