

**MINUTES OF THE MEETING OF THE STAFF
 PANEL HELD IN ARDEN HALL, CASTLE
 BROMWICH, ON THURSDAY 16TH NOVEMBER 2011
 AT 4.10 PM**

Those present:

- Chairman:** Cllr Mrs. Haywood
- Councillors:** Cllr E Knibb Cllr J Riordan
- Officer:** Mrs. C Tibbles
- Public:** None

1. Apologies.

None received.

2. Declarations of personal or other interests.

None declared by members. The Clerk declared that she was a member of the Pension Scheme and would withdraw from this or future meetings when necessary if discussions or decisions were to be made on the information considered.

3. Minutes of the previous Meeting.

ON THE PROPOSITION of Cllr Knibb, **SECONDED** by the Chairman, **IT WAS UNANIMOUSLY RESOLVED** that the Minutes of the Meeting held on Thursday 10th August, 2011 having been circulated, be signed as a true and correct record of the Meeting.

4. Pay Review 2011/12.

Members noted there had been no pay awards negotiated nationally since 1st April 2009, although the national minimum wage had been implemented in October each year for staff that were affected. Following scrutiny of pay scales for all categories of staff, members discussed the resulting erosion of differentials since 1st October 2011 that currently failed to reflect either the varying responsibility or risks faced by some employees. **IT WAS UNANIMOUSLY RESOLVED** that the Mobile/Relief Park Wardens be paid on Spinal Column Point 7 from 1st October 2011. Members asked that appraisals be undertaken in conjunction with incremental reviews for relevant staff from 1st April 2011. The Staff Panel would undertake the Clerk’s Appraisal.

5. Reform of Public Sector Pensions.

Following circulation of the LGPS reform details, members discussed the potential changes that were being proposed. The Clerk tabled copies of an additional article that included reference to NEST (National Employment Savings Trust) which was a new government initiative to provide pensions for employees who had no access to a pension scheme. Members awaited further information with interest.

6. Staff Matters.

Under confidential terms, members were informed of current staff changes and noted an application letter for extended absence. The Clerk was asked to investigate alternative arrangements before a response could be considered at the next meeting on 18th January, 2012 at 4 pm. Members also discussed the advantage of having an Appointments Policy and the Clerk undertook to look into sample documents before reviewing current practice.

Clerk asap
Clerk &
Hall Mgr
Asap
Panel
tbc

Clerk
Dec.11

Clerk
Dec.11