

LEDBURY TOWN COUNCIL

Minutes of a Meeting of The Standing Committee held on 14th July 2016

Present: Councillors: D Baker (Chairman)
R Barnes M Eager
E Fieldhouse R Yeoman

In attendance: Mrs K Mitchell – Clerk to the Council

S.1- 07.16 APOLOGIES

All members were present.

S.2 - 07.16 DECLARATIONS OF INTEREST

Councillors R Barnes, M Eager and R Yeoman declared non-pecuniary interests in agenda item 5 (S.5-07.16 refers)

In order to consider confidential employment matters, a resolution was passed to exclude members of the public and councillors who were not members of the Standing Committee.

S.3 - 07.16 MINUTES

1. The confidential Minutes of the Standing Committee meeting held on 22nd December 2015, copies having been circulated, were confirmed as a correct record.
2. Members considered the accuracy of the public Minutes of the Standing Committee meeting held on 22nd December 2015.

It was **RESOLVED:** **That the following resolutions from the confidential Minutes be recorded in the public minutes:**

(Item 5 refers) *RESOLVED:* *Not to debate the matter that evening but, as it was linked to the two grievances, to include it as part of the investigation into the two grievances mentioned above.*

(Item 6 refers) *RESOLVED:* *That Keith Francis would approach clerks in the area to cover the grievance meeting proposed for 19th January, subject to their being no objection from the clerk and deputy clerk.*

RESOLVED: That the public Minutes of the Standing Committee meeting held on 22nd December, as amended, be approved as a correct record.

S.4 - 07.16 ADMINISTRATION OF THE COUNCIL

Members considered matters affecting the administration of the Council.

It was unanimously RESOLVED to make the following

Recommendations to Full Council: 1) to consider taking legal action to protect its staff from harassment.
2) to allocate a budget for such action

The Clerk left the room during discussion of the following item.

S.5 - 07.16 COMPLAINTS

Members considered complaints against staff by a local resident. (EX06/16 refers)

RESOLVED: That the complainant be advised that items 1 and 2 had been addressed through internal procedures.

Recommendation to Full Council: That should the complainant wish to take the matter further with regard to item 3, then he should contact the Town Mayor after which an appointment will be made to meet with the Mayor and the Town Council's solicitor.

S.6 - 07.16 STAFF SALARIES

Members were advised that The National Joint Council for Local Government Services (NJC) has reached agreement on new pay scales for 2016-2018. (EX07/2016 refers)

It was unanimously RESOLVED to make the following

Recommendations to Full Council: 1) That new pay scales for 2016-2017 be implemented immediately and backdated to 1st April 2016 for all staff on the NJC pay scales.
2) That new pay scales for 2017-2018 be implemented from 1st April 2017 for all staff on the NJC pay scales.

- 3) **Hourly rates for all other staff to be increased by 1%.**
- 4) **That the Clerk and Deputy Clerk be remunerated for additional hours worked, as approved by their line managers, for up to 3 hours and 8 hours per week, respectively.**

The meeting closed at 9.35pm.

SIGNED **DATE**