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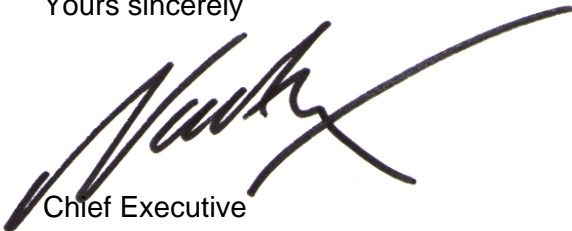
18 January 2010

Dear Councillor

NOTICE IS HEREBY GIVEN THAT a meeting of the **GENERAL PURPOSES** Committee will be held in the Council Chamber at these Offices on Thursday 28 January 2010 at 2.00 pm when the following business will be transacted.

Members of the public who require further information are asked to contact Pauline Hodding on (01304) 872305 or by e-mail at paulinehodding@dover.gov.uk.

Yours sincerely



Chief Executive

General Purposes Committee Membership:

Councillor J C Record	(Chairman)
Councillor C J Smith	(Vice-Chairman)
Councillor B W Bano	
Councillor G Cowan	
Councillor P A Watkins	

DECLARATIONS OF INTEREST

Members are required to disclose the existence and nature of a personal interest at the commencement of the item of business to which the interest relates or when the interest becomes apparent. An explanation in general terms of the interest should also be given to the meeting. If the interest is also a prejudicial interest, the Member should then withdraw from the room or chamber.

AGENDA

1. **APOLOGIES**
2. **APPOINTMENT OF SUBSTITUTE MEMBERS**

To note appointment of Substitute Members.



3. **MINUTES** (Pages 3-4)

To confirm the attached Minutes of the meeting of the Committee held on 18 September 2009.

4. **EXCLUSION OF THE PRESS AND PUBLIC** (Page 5)

The recommendation is attached.

MATTER WHICH THE MANAGEMENT TEAM SUGGESTS SHOULD BE CONSIDERED IN PRIVATE AS THE REPORT CONTAINS EXEMPT INFORMATION AS DEFINED WITHIN PART 1 OF SCHEDULE 12A OF THE LOCAL GOVERNMENT ACT 1972 AS INDICATED AND IN RESPECT OF WHICH THE PROPER OFFICER CONSIDERS THAT THE PUBLIC INTEREST IN MAINTAINING THE EXEMPTION OUTWEIGHS THE PUBLIC INTEREST IN DISCLOSING THE INFORMATION

5. **EARLY RELEASE OF PENSION RIGHTS** (Paragraph 1 – Information relating to an individual) (Pages 7-10)

To consider the attached report of the Head of East Kent Human Resources Partnership.

Access to Meetings and Information

- Members of the public are welcome to attend meetings of the Council, its Committees and Sub-Committees. You may remain present throughout them except during the consideration of exempt or confidential information.
- All meetings are held at the Council Offices, Whitfield unless otherwise indicated on the front page of the agenda. There is disabled access via the Council Chamber entrance and a disabled toilet is available in the foyer. In addition, there is a PA system and hearing loop within the Council Chamber.
- Agenda papers are published five clear working days before the meeting. Alternatively, a limited supply of agendas will be available at the meeting, free of charge, and all agendas, reports and minutes can be viewed and downloaded from our website www.dover.gov.uk. Minutes are normally published within five working days of each meeting. All agenda papers and minutes are available for public inspection for a period of six years from the date of the meeting. Basic translations of specific reports and the Minutes are available on request in 12 different languages.
- If you require any further information about the contents of this agenda or your right to gain access to information held by the Council please contact: Pauline Hodding, Senior Democratic Support Officer, telephone: (01304) 872305 or email: paulinehodding@dover.gov.uk for details.

Large print copies of this agenda can be supplied on request.

Minutes of the meeting of the **GENERAL PURPOSES** Committee held at the Council Offices, Whitfield on Friday 18 September 2009 at 4.00 pm.

Present:

Chairman: Councillor J C Record

Councillors: B W Bano
C J Smith
P A Watkins

Officers: Chief Executive
Head of Finance and ICT
Human Resources Manager
Senior Human Resources Officer
Solicitor (Litigation and Regulation)
Accountant Revenue
Senior Democratic Support Officer

Also present: Councillor T J Bartlett
Representatives of UNISON and GMB

195 MINUTES

The Minutes of the meeting of Committee held on 26 March 2009 were approved as a correct record and signed by the Chairman.

196 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 remainder of the business on the grounds that the item to be considered involves the likely disclosure of exempt information as defined in paragraph 4 of Part I of Schedule 12A of the Act.

197 JOB EVALUATION

The Committee considered the report of the Chief Executive which had previously been debated at the Joint Staff Consultative Forum earlier that day, together with a separate document setting out the proposed new Band structure.

At its meeting the Joint Staff Consultative Forum agreed to recommend to this Committee that:

- (a) the Council's job evaluation scheme, Job Evaluation Support System (JESS), developed in conjunction with the Reward Partnership and following formal consultation with staff and the Trades Union be adopted;
- (b) the Job Evaluation Support System be implemented with effect from 1 April 2009 with a minor variation to the scheme to extend the car allowance to Band E;
- (c) with reference to paragraph 23 of the report, an amendment be made to the effect that the lump sum payable to Officers for the protection period

following the removal of a lease car be repayable if the Officer leaves of his/her own volition within the three year protection period.

RESOLVED: That the recommendations of the Joint Staff Consultative Committee, as set out above, be agreed.

198 RECOMMENDATION FROM JOINT CONSULTATIVE STAFF FORUM 15 JULY 2009

At the meeting of the Joint Staff Consultative Forum held on 15 July 2009 staff representatives had put forward the proposal that: "by accepting the 0% Pay Award, staff seek a guarantee that there will be no redundancies this year and that the median quartile pay grading under the Job Evaluation Scheme, if adopted, will not be changed." However the Forum had not reached agreement to recommend this proposal to Council and, in accordance with Part 3 of the Council's Constitution, the matter had been referred to this Committee. The Chief Executive referred to the Council's strong record of avoiding compulsory redundancies, its close working relationship with the Unions and the impossibility of giving categorical assurances in the current economic climate.

RESOLVED: That the proposal put forward by staff representatives at the Joint Staff Consultative Committee be noted together with the response by the Chief Executive.

The meeting ended at 4.20 pm.

EXCLUSION OF THE PRESS AND PUBLIC

Recommendation

That, under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the remainder of the business on the grounds that the item to be considered involves the likely disclosure of exempt information as defined in the paragraph of Part I of Schedule 12A of the Act set out below:

<u>Item Report</u>	<u>Paragraph Exempt</u>	<u>Reason</u>
Early Release of Pension Rights	1	Information relating to any individual