

Minutes

Staff Appointments Committee Thursday, 12th November, 2015

Attendance

Cllr Mrs McKinlay (Chair)
Cllr Hirst (Vice-Chair)
Cllr Aspinell
Cllr Barrett

Cllr Faragher
Cllr McCheyne
Cllr Parker

Apologies

Cllr Kerlake
Cllr Morrissey

Substitute Present

Cllr Barrett – for Cllr Morrissey

Officers Present

Daniel Toohey - Head of Legal
Jean Sharp - Governance and Member Support Officer

220. To Agree Salary Proposal and Grading Structure for Head of Paid Service

1. Apologies for absence

Apologies were received from Cllr Kerlake and Cllr Morrissey. Cllr Barrett substituted for Cllr Morrissey.

2. Salary Proposal and Grading Structure for Head of Paid Service

Members were reminded that at the Annual Council meeting held on 20 May 2015, it was resolved unanimously:

1. To approve the designation of Mr Philip Ruck as the Head of the Paid Service with effect on and from 1 June 2015, which arrangements will be reviewed on a regular basis.
2. That Mr Philip Ruck be delegated the powers of the post of Chief Executive set out in the Constitution.

Mr Ruck having been in post for six months, this meeting of the Staff Appointments Committee had been convened to consider a salary proposal and grading structure for the role of Head of Paid Service. The Council's current pay policy fixed the salary of the Chief Executive at £105,000 per annum and it was proposed that the salary be reduced to a starting point of £90,000 per annum plus £5,000 performance related pay and would be on an incremental pay scale.

It was noted by the Chair that as a matter of urgency, the Committee should consider approving Mr Ruck's permanent appointment as Head of Paid Service, given the need to secure his ongoing involvement in light of his positive contribution to date.

Members discussed Mr Ruck's performance to date and observed that:

- He had performed well to date and had successfully led and delivered various projects including the new corporate plan, the first phase of the restructure and improvements in staff morale, having introduced staff awards and appraisals.
- He had demonstrated people management, strategic thinking and decisiveness.
- He was enjoying his role and was excellent at man management and bringing out the potential in people.
- Under his leadership the running of the Council was smoother and clearer and Members were more aware of the direction of travel of the organization.

Cllr Mrs McKinlay MOVED and Cllr Barrett SECONDED the recommendations before Members and it was RESOLVED UNANIMOUSLY:

- 1. To recommend to Full Council the appointment of Philip Ruck as Head of Paid Service.**
- 2. That Philip Ruck be paid a salary of £90,000 per annum plus £5,000 per annum performance related pay, such performance related pay to be subject to achievement of agreed objectives.**
- 3. That the salary structure for the post of Head of Paid Service be moved from a fixed point salary scale to an incremental pay scale, such incremental scale to be reviewed and progressed by the Council's HR advisors. The pay scale to range from £90,000 to £99, 000 per annum.**

The meeting ended at 19.30 hours.

