

# Minutes

of a meeting of the



## **Audit and Corporate Governance Committee**

held AT 3.30PM on 12 MARCH 2007

**AT COUNCIL OFFICES, CROWMARSH GIFFORD**

### **Present:**

Mr M Jennings (Chairman)

Mr R Bell, Mr P Cross, Mrs M Davies, Mr P W D Greene, Mr M Leonard<sup>1</sup>,  
Mrs A Midwinter, Rev'd A Paterson, Mr B Service, Mr J Stimson, Mr M Welply

### **Apologies:**

Mr M Harris tendered an apology

### **Officers:**

Ms E Anderson<sup>2</sup>, Mr D Buckle<sup>3</sup>, Mrs K Fiander, Mr T Hill<sup>4</sup>, Mr M Jaques<sup>5</sup>

### **23. Discretionary Payments Policy**

The Committee considered the report of the Head of Human Resources and Facilities which set out the Council's Discretionary Payments Policy following Government's publication of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006.

The Committee agreed the recommendations following changes to discretionary compensation regulations on the basis that the policy addressed the issues of fairness and equity.

**RESOLVED:** to approve the Discretionary Payments Policy attached to the report of the Head of Human Resources and Facilities to the Audit and Corporate Governance Committee dated 12 March 2007.

### **24. Exclusion of the public**

**RESOLVED:** to exclude members of the press and public from the meeting for the following items of business under Part 1 of Schedule 12A Section 100A(4) of the Local Government Act 1972 and as amended by the Local Government (Access to Information) (Variation) Order 2006 on the grounds that: (i) they involved the likely disclosure of exempt information as defined in paragraphs 1, 2 and 3 of Part 1 of Schedule 12A of the Act, and (ii) the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

## **25. Early retirements**

The Committee considered the report of the Head of Human Resources and Facilities which set out the case for awarding added years of service for pension purposes and redundancy to seven members of staff.

Responding to comments concerning loss of staff in departments and explanations given that this was not the forum for such discussion, the Chief Executive stated that he had delegated authority to deal with staffing levels and if service delivery was below that expected, he was ultimately responsible.

The Committee agreed the recommendations in the report on the basis of the operational and service benefits that would derive from the early retirements.

## **26. Senior management salary report**

Mr N Wilkinson and Ms S Palmer of Rockpools attended the Committee and gave a presentation on the research underpinning their recommendations and answered the Committee's questions.

The Committee considered the report of the Human Resources Manager and external consultants, Rockpools, on the senior management salary review with additional responses to questions being given by Mr M Jaques, Strategic Director.

A motion to amend the recommendations to include consideration of performance related pay when senior salaries are next reviewed, on being put to the vote, was declared lost.

The Committee agreed the recommendations on the basis of the research as set out in the report of the Human Resources Manager and external consultants, Rockpools.

The meeting closed at 4.25pm.

Chairman      Date

<sup>1</sup> Mr Leonard arrived during item 26

<sup>2</sup> Present for item 26

<sup>3</sup> Present at the meeting up to and including item 25

<sup>4</sup> Present at the meeting up to and including item 25

<sup>5</sup> Present for item 26