

Minutes of a meeting of the **Resources Committee** of Buckingham Town Council held on **Monday 7th November 2016** in the Council Chamber, Cornwalls Meadow, Buckingham at 7pm.

Present: Cllr. J. Bates
 Cllr. T. Bloomfield
 Cllr. Mrs. G. Collins
 Cllr. P. Collins
 Cllr. J. Harvey Chairman
 Cllr. P. Hirons
 Cllr. D. Isham
 Cllr. A. Mahi Town Mayor
 Cllr. H. Mordue
 Cllr. Ms. Newell
 Cllr. Mrs. O'Donoghue
 Cllr. M. Smith
 Cllr. Mrs. Strain-Clark
 Cllr. R. Stuchbury
 Cllr. M. Try

Also present: Mr. C. Wayman Town Clerk
 Mrs. N. Stockill Committee Clerk
 Mr Stephen Cooper Consultant, Local Government Association

548/16 Apologies for Absence

There were none.

549/16 Declarations of Interest

All Members declared an interest in the Shopmobility and Staff Review agenda items.

550/16 Minutes of last meeting

The minutes of the Resources Committee Meeting held on Monday 19th September 2016 ratified at Full Council on Monday 3rd October 2016 were received and accepted.

551/16 Minutes of CSG Committee

551.1 The minutes of the CSG Committee Meeting held on Wednesday 5th October 2016 were received and accepted.

Members **AGREED** to take the confidential agenda item next.

552/16 To receive a report from the LGA

COMMITTEE IN PRIVATE SESSION
Exclusion of Public and Press

RECOMMENDED In terms of Schedule 12A, Local Government Act 1972, the following items will be likely to disclose exempt information relating to establishment and contractual matters and it is, therefore, **RECOMMENDED** that pursuant to the

7th November 2016
 14/11/2016

DRAFT SUBJECT TO CONFIRMATION

1

Initial.....

provisions of the Public Bodies (Admissions to Meetings) Act 1960 the public and press be excluded.

Members held a lengthy debate on the measures that had been used for benchmarking pay scales.

*Members **AGREED** to suspend Standing Orders so that Stephen Cooper could address some of the questions raised.*

Mr. Copper said that Buckingham Town Council approached the LGA to undertake a pay grading review ensuring: "the Council pays its staff a competitive salary by ensuring that staff members are compensated at an appropriate level in relation to colleagues and within the local labour market". Mr. Copper said that in order to understand what 'fair' looked like it was necessary to use an average score and the median is the score most typically used in pay benchmarking.

*Members **AGREED** to reinstate Standing Orders.*

553/16 To receive a written report from the Town Clerk (R/46/16)

Proposed by Cllr. P. Collins and seconded by Cllr. Hirons to reassess pay scales using a lower level median score of local labour market rates of pay.

A vote was taken and the results of the vote were:

In favour: Cllrs. P. Collins, Hirons, Try, G. Collins and Mordue. Total votes in favour: 5

Against: Cllrs. Newell, Strain-Clark, Smith, Bates, O'Donoghue, Mahi, Bloomfield, Stuchbury, Isham and Harvey. Total votes against: 10

Proposal falls

Proposed by Cllr. P. Collins and seconded by Cllr. G. Collins to consider the evaluation of each role individually.

A vote was taken and the results of the vote were:

In favour: Cllrs. P. Collins, Hirons, Try and G. Collins. Total votes in favour: 4.

Against: Cllrs. Newell, Strain-Clark, Smith, Bates, O'Donoghue, Mahi, Bloomfield, Stuchbury, Isham, Mordue and Harvey. Total votes against: 11.

Proposal falls

Proposed by Cllr. P. Collins and seconded by Cllr. G. Collins to reassess pay scales using benchmark group LC3 instead of LC4.

A vote was taken and the results of the vote were:

In favour: Cllrs. P. Collins, Hirons and G Collins. Total votes in favour: 3

Against: Cllrs. Newell, Strain-Clark, Smith, Bates, O'Donoghue, Mahi, Bloomfield, Stuchbury, Isham, Mordue and Harvey. Total votes against: 11

Abstentions: Cllr. Try. Total abstaining votes: 1

Proposal falls

Proposed by Cllr. P. Collins and seconded by Cllr. G. Collins to only review the posts of Town Clerk, Deputy Town Clerk and Greenspace Manager.

A vote was taken and the results of the vote were:

In favour: Cllrs. P. Collins and G. Collins. Total votes in favour: 2

Against: Cllrs. Newell, Strain-Clark, Smith, Bates, O'Donoghue, Mahi, Stuchbury, Isham, Mordue, and Harvey. Total votes against: 10
 Abstentions: Cllrs. Hirons, Try and Bloomfield. Total abstaining votes: 3
 Proposal Falls

Proposed by Cllr. Mahi and seconded Cllr. Stuchbury to accept the report and the recommendations within.

A vote was taken and the results of the vote were:

In favour: Cllrs. Newell, Strain-Clark, Smith, Hirons, Try, Bates, O'Donoghue, Mahi, Bloomfield, Stuchbury, Isham and Harvey. Total votes in favour: 12

Against: Cllr. P. Collins. Total votes against: 1

Abstentions: Cllrs. G. Collins and Mordue. Total abstaining votes: 2

Proposal passed

Members discussed performance related pay and Cllr. Newell explained that any amendments to posts are to be implemented at the beginning of the new financial year.

Members expressed their thanks to Mr. Copper, the Town Clerk and Cllr Bates.

Mr Cooper left the meeting at 19.37

554/16 Action Report

(749/16 Strategic Planning) Members **AGREED** for this item to be added to the agenda for the next Resources Committee meeting. **ACTION COMMITTEE CLERK**
 (873/15 Ideas) Members discussed Cllr. Harvey's suggestion of holding an internal workshop to review unitary authority models and their implications on Buckingham.

Proposed by Cllr. Harvey, seconded by Cllr. Hirons and **AGREED** to arrange a scenario planning workshop for Members and Officers of Buckingham Town Council.
ACTION TOWN CLERK

555/16 Accounts and Budgets

555.1 To receive and consider Income and Expenditure reports.

Members questioned the following items and the Town Clerk's responses are in italics.

Website Provision – What has £942 been spent on to date? *To be investigated and reported back to Members.* **ACTION TOWN CLERK**

Roundabouts – Could Buckingham Town Council feature on the current roundabout adverts? *The roundabouts are owned by BCC and Buckingham Town Council is allowed to collect the income from the advertisements.* Members **AGREED** to bid for advertising rights on the proposed roundabout at Tingewick Road.

ACTION TOWN CLERK

555.2 To receive and consider schedule of invoices paid.

Noted.

556/16 Shopmobility

To discuss the following recommendation from Environment Committee (E/04/16)

RECOMMENDED to Resources Committee to undertake a survey on the current usage of the Shopmobility service.

Members **AGREED** that the recommendation had not been worded correctly.

Proposed by Cllr. Smith, seconded by Cllr. Strain-Clerk and **AGREED** to **AMMEND** the **RECOMMENDATION** to: Resources Committee to ask Shopmobility to conduct a service review with the view to looking at current and future needs.

Members discussed and **AGREED** the recommendation.

557/16 Christmas opening hours – Town Council offices

The Town Clerk proposed closing the Town Council Offices from 3pm on Friday 23rd December to 9am on Tuesday 3rd January 2017. He explained that all members of staff would be required to take any working days as annual leave.

Proposed by Cllr. Stuchbury, seconded by Cllr. O'Donoghue and **AGREED** for the Town Clerk to make appropriate arrangements for any members of staff who wish to work between the 23rd December and the 3rd January 2017. From the 1st April 2017 all members of Buckingham Town Council staff will have to use a portion of their annual leave entitlement to cover the working days between Boxing Day Bank Holiday and the following weekend.

558/16 Chairman's Announcements

Cllr. Harvey explained that staff appraisals were currently underway and Members have the opportunity to provide anonymous feedback online. Cllr. Harvey agreed to circulate the link to Members.

559/16 Date of next meeting

Tuesday 3rd January 2017

Meeting closed at: 20.11

Signed.....

Date.....