

**CANNOCK CHASE COUNCIL**  
**MINUTES OF THE MEETING OF THE**  
**PAY ADJUSTMENT & STAFF STRUCTURE REVIEW CABINET COMMITTEE**  
**HELD ON MONDAY, 31 OCTOBER, 2011 AT 5.30 P.M.**  
**IN THE CIVIC CENTRE, BEECROFT ROAD, CANNOCK**

**PART 1**

PRESENT: Councillors:

Toth, J. (Chairman)

Dixon, D.I.

Mitchell, Mrs. C.

ALSO PRESENT:

S. Brown

Chief Executive

N. Raby

Head of Human Resources, Stafford B.C.

N. Swan

Head of Policy

S. Partridge

Democratic Services Manager

**17. Apologies**

There were no apologies.

**18. Declarations of Interests of Members in Contracts and Other Matters and Restriction on Voting by Members**

No declarations of interest in addition to those already confirmed by Members in the Register of Members' Interests were made by Members, however:

<u>Member</u>	<u>Nature of Interest</u>	<u>Type</u>
J. Toth	Confirmed he was a member of Unite and UNISON trades unions.	Personal

**19. Declarations of Interests of Others:**

S. Brown      Head of Paid Service and an employee whose conditions of service were under discussion.      Personal

N. Swan      Head of Service and an employee whose conditions of service were under discussion.      Personal

**20. Minutes**

That the Minutes of the meeting held on 3 August, 2011 be approved as a correct record and signed.

**21. Exclusion of the Public**

RESOLVED:

That the public be excluded from the remainder of the meeting because of the likely disclosure of exempt information as defined in Paragraphs 1, 2, 3 and 4, Part 1, Schedule 12A of the Local Government Act 1972 (as amended).

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**PART 2**

**22. Matters Arising from the Minutes of the Meeting of 3 August, 2011**

There were no specific matters arising from the Minutes that were not covered elsewhere on the agenda.

**23. Review of Senior Council Officer Salaries**

Members considered further information that had been requested previously, attached as Not for Publication papers to the agenda relating to:

- (i) Potential savings arising from salary reductions and a salary cap; and the impact of increasing contractual hours of work.
- (ii) A summary analysis of West Midlands District / Borough Councils' population; employee numbers; and Chief Executives' remuneration.
- (iii) CCDC Senior Officers' remuneration.
- (iv) Summary Analyses of second and third tier management structures across West Midlands District / Borough Councils.

Members sought clarification on a number of points in relation to the information and requested further information regarding the total remuneration costs of senior management teams across West Midlands District / Borough Councils.

The Chairman then moved that, in order to progress matters, he should in conjunction with the Head of Human Resources work to develop a menu of options including cash savings that have been identified, and bring these to the next meeting of the Cabinet Committee. These options to include Legal, Financial and Human Resource Implications.

RESOLVED:

That:

- (A) The additional information requested be brought back for consideration at the next meeting of the Cabinet Committee.
- (B) The Chairman of the Pay Adjustment and Staff Structure Review Cabinet Committee in

conjunction with the Head of Human Resources work to develop a menu of options including cash savings that have been identified, and bring these to the next meeting of the Cabinet Committee. These options to include Legal, Financial and Human Resource Implications.

**24. Date and Time of Next Meeting**

Wednesday, 16 November, 2011 at 5.30 pm.

The meeting closed at 6.30 pm.

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CHAIRMAN