

21 APRIL 2008

**NEW FOREST DISTRICT COUNCIL**

**GENERAL PURPOSES AND LICENSING COMMITTEE**

Minutes of a meeting of the General Purposes and Licensing Committee held at Appletree Court, Lyndhurst on Monday, 21 April 2008.

p Cllr L R Puttock (Chairman)  
p Cllr A E J Shotter (Vice-Chairman)

**Councillors:**

p G C Beck  
p J A G Hutchins  
e Mrs P Jackman  
p Mrs M McLean  
p J Penwarden  
A W Rice TD  
p W S Rippon-Swaine

**Councillors:**

p R F Scrivens  
p Mrs B Smith  
e M S Wade  
p S S Wade  
p P R Woods  
e Mrs P A Wyeth

**Officers Attending:**

Mrs M Dunsmore and Mrs M Sandhu.

**45. DECLARATIONS OF INTEREST.**

There were no declarations of interest made by members in connection with any agenda item.

**46. PUBLIC PARTICIPATION.**

No issues were raised during the public participation period.

**47. PAY NEGOTIATIONS (REPORT A).**

The Committee considered a proposal that the Council moves from local to national pay negotiations.

The Council participated in national negotiations, but reserved the right to determine its own award if the national award was detrimental to the Council's pay structure. The Council had defined its own pay structure which was based on its business needs and the local pay market. In practice the Council had generally undertaken local pay negotiations informed by the national position.

Discussions had taken place over the last few years at the Pay Panel and the Industrial Relations Committee on whether the Council should continue with the Local Pay Negotiations.

The Committee was informed that the Employee side recently undertook a ballot of employees which resulted in a large majority in favour of a move to National negotiations.

The special meeting of the Committee had been called in order that if the National Pay Award was agreed within budget provision before Committee's meeting in June, so that this could be actioned by Payroll as soon as practically possible.

Some members raised a general concern regarding the shortage of qualified professional staff such as Planning and Environment Health Officers in the District. This was largely due to the high living cost of the area and could potentially put pressure on existing staff. Members considered that the Council should examine ways in which to entice professional officers to the District.

The Council was currently undergoing a pay and reward review which sought to examine the Council's job evaluation scheme and review local agreements and compare the Councils pay structure against the market. The Pay and Reward project team included a manager from Planning, so that recruitment and retention of staff in skill shortage areas could be fully considered as part of the review process. Members would receive the outcome of the review during 2008/09.

**RECOMMENDED:**

***That the Council moves to national pay negotiations with effect from 1 April 2008, and all necessary contractual documentation be updated accordingly.***

CHAIRMAN

(GPLC210408)