

BROMSGROVE DISTRICT COUNCIL

MEETING OF THE CABINET

WEDNESDAY, 22ND OCTOBER 2008, AT 6.00 P.M.

PRESENT: Councillors R. Hollingworth (Leader), Mrs. J. M. L. A. Griffiths (Deputy Leader), Dr. D. W. P. Booth JP, Mrs. J. Dyer M.B.E., Mrs. M. A. Sherrey JP, R. D. Smith, M. J. A. Webb and P. J. Whittaker

Observers: Councillor D. Pardoe

Officers: Mr. K. Dicks, Mr. M. Bell, Mrs. C. Felton, Mr. D. Hammond, Ms. J. Pickering, Ms. J. Pitman, Ms. D. Poole and Mr. J. Godwin

78/08 **APOLOGIES**

An apology for absence was received from Councillor G. N. Denaro.

79/08 **DECLARATIONS OF INTEREST**

No declarations of interest were received.

80/08 **LOCAL GOVERNMENT ACT 1972**

RESOLVED that under Section 100 1 of the Local Government Act 1972, as amended, the public be excluded from the meeting during the consideration of the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12A to the Act, as amended, the relevant paragraph of that part being as set out below, and that it is in the public interest to do so:-

<u>Minute No.</u>	<u>Paragraph</u>
81/08	4

81/08 **CONSIDERING A WAY FORWARD FOR IMPLEMENTATION OF SINGLE STATUS/JOB EVALUATION**

The Cabinet considered a report on the current position regarding the negotiations in respect of Single Status/Job Evaluation together with options to progress the matter. Following detailed discussion it was

RESOLVED:

- (a) that a statutory period of 90 days consultation with the trade unions and the Department for Business Enterprise and Regulatory Reform should begin immediately with a view to it potentially leading to a process of dismissal and re-engagement in order for the changes to contracts to be implemented;

- (b) that this consultation should be conducted with a view to reaching agreement and achieving implementation through a Collective Agreement with the trade unions;
- (c) that if a Collective Agreement can be reached with the trade unions during the 90 day period, authority be delegated to the Head of Human Resources and Organisational Development and the Head of Financial Services to implement the changes to contracts of employment, but only if a Collective Agreement is reached during this period and if the proposals remain within budget;
- (d) that the proposed new pay structure and changes to terms and conditions of employment, including the extended protection period, be approved, ready for implementation, subject to the ongoing consultation period;
- (e) that another special meeting of the Cabinet be set up immediately following the end of the 90 day period to update Cabinet on the status of negotiations and so that they may consider, at that time, whether dismissal and re-engagement is necessary; and
- (f) that in view of the very serious nature of the matter, delegated authority to determine whether dismissal and re-engagement processes should proceed at the end of the 90 day period be not granted to officers as Cabinet wish to reserve this judgement for themselves.

The meeting closed at 7.05 pm

Chairman