

SLT Remuneration Panel

Minutes of a meeting of the SLT Remuneration Panel held in Cabinet Room,
County Hall, Ruthin on Wednesday, 26 September 2018 at 2.00pm.

PRESENT

Councillors Peter Evans, Barry Mellor, Huw Jones, Joan Butterfield and
Julian Thompson-Hill (Chair)

ALSO PRESENT

Gary Williams, Head of Legal, Democratic Services & HR (GW) HR Services manager
(CR) and Pay and Rewards Specialist (SV)

1. APOLOGIES

Apologies for absence were received from Councillor Andrew Thomas

2. MINUTES

The minutes of the SLT Remuneration Panel held on 21 March 2018 were
submitted.

RESOLVED that the minutes of the meeting held on 21 March 2018 be approved
as a correct record.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

4. RE-EVALUATION OF THE HEAD OF HIGHWAYS AND ENVIRONMENT

The HR Manager explained the job evaluation report circulated at the meeting from Kornferry Hay Group. The report comes following an appeal from the Head of Highways and Environment, which was originally evaluated as a SLT Level 1.

As part of the Appeals Process a submission from the postholder, and from the relevant Director. Following their appointment it transpired that elements of the portfolio were meant to move to other Services, but this did not happen, and had not been taken into account in the original evaluation. The postholder has also been in post for a period of 18 months, and as such demonstrated that their knowledge and skills has increased as a result.

The submissions were submitted to Kornferry Hay Group for re-evaluation, and the report and associated evaluation score of 904 means that the post now sits within SLT 2 on the SLT Pay Structure.

Should the SLT Remuneration Panel agree the outcome would need to be considered by the Independent Remuneration Panel, and then finally by Full Council.

Councillor Joan Butterfield proposed that the Head of Highways and Environment be increased to SLT 2 as set out in the report from Kornferry, seconded by Councillor Huw Jones. Upon being put to the vote, it was:

RESOLVED that the SLT Remuneration Panel proposed that the Head of Highways and Environment be increased to SLT 2 as set out in the report from Kornferry with the recommendation that payment be made from the date of submission of the appeal.

ANY OTHER BUSINESS

None.

The meeting concluded at 2.50 p.m.