



# TONBRIDGE & MALLING BOROUGH COUNCIL

## EXECUTIVE SERVICES

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### Chief Executive

Julie Beilby BSc (Hons) MBA

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**NB - This agenda contains proposals, recommendations and options. These do not represent Council policy or decisions until they have received proper consideration through the full decision making process.**

Contact: Committee Services  
[committee.services@tmbc.co.uk](mailto:committee.services@tmbc.co.uk)

17 January 2020

To: MEMBERS OF THE GENERAL PURPOSES COMMITTEE  
(Copies to all Members of the Council)

Dear Sir/Madam

Your attendance is requested at a meeting of the General Purposes Committee to be held in the Civic Suite, Gibson Building, Kings Hill, West Malling on Monday, 27th January, 2020 commencing at 7.30 pm

Yours faithfully

JULIE BEILBY

Chief Executive

## A G E N D A

### PART 1 - PUBLIC

- |    |                          |       |
|----|--------------------------|-------|
| 1. | Apologies for absence    | 5 - 6 |
| 2. | Declarations of interest | 7 - 8 |

3. Minutes 9 - 14

To confirm as a correct record the Minutes of the meeting of General Purposes Committee held on 8 October 2019

**Matters for Recommendation to the Council**

4. Localism Act - Pay Policy 15 - 22

*The report summarises the requirements of the Localism Act and presents an updated Pay Policy Statement for 2020/21.*

**Decisions to be taken under Delegated Powers**

5. Pay Award 2020 23 - 26

*The report requests Members to give consideration to the matter of a pay award for employees for 2020/21.*

6. Annual Review of Whistleblowing Policy 27 - 38

*The report informs Members of the outcome of the annual review of the Council's Whistleblowing Policy.*

**Matters submitted for Information**

7. Gender Pay Gap Report 2018/19 39 - 44

*The report summarises the legislative context for gender pay gap reporting and incorporates the outcomes of the Council's gender pay gap analysis for 2018/19.*

8. Urgent Items 45 - 46

Any other items which the Chairman decides are urgent due to special circumstances and of which notice has been given to the Chief Executive.

**Matters for consideration in Private**

9. Exclusion of Press and Public 47 - 48

The Chairman to move that the press and public be excluded from the remainder of the meeting during consideration of any items the publication of which would disclose exempt information.

## **PART 2 - PRIVATE**

### **Decisions to be taken under Delegated Powers**

10. Establishment Changes 49 - 54
- LGA 1972 Sch 12A Paragraph 1 – Information relating to an individual
- The report sets out for approval a number of establishment changes recommended by Management Team.*
11. Urgent Items 55 - 56
- Any other items which the Chairman decides are urgent due to special circumstances and of which notice has been given to the Chief Executive.

## **MEMBERSHIP**

Cllr Mrs F A Kemp (Chairman)  
Cllr L J O'Toole (Vice-Chairman)

Cllr Mrs P A Bates  
Cllr Mrs S Bell  
Cllr M D Boughton  
Cllr M A Coffin  
Cllr D J Cooper  
Cllr D A S Davis

Cllr M A J Hood  
Cllr K King  
Cllr B J Luker  
Cllr W E Palmer  
Cllr N G Stapleton  
Cllr Mrs M Tatton