

## **TONBRIDGE AND MALLING BOROUGH COUNCIL**

### **GENERAL PURPOSES COMMITTEE**

**Tuesday, 23rd March, 2021**

**Present:** Cllr Mrs F A Kemp (Chairman), Cllr L J O'Toole (Vice-Chairman), Cllr Mrs P A Bates, Cllr Mrs S Bell, 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 and Cllr N G Stapleton

Councillor Mrs J A Anderson, M C Base, R P Betts, V M C Branson, A E Clark, R W Dalton, D Lettington, Mrs A S Oakley, M R Rhodes and R V Roud were also present pursuant to Council Procedure Rule No 15.21.

Apologies for absence were received from Councillors M D Boughton and Mrs M Tatton

#### **PART 1 - PUBLIC**

##### **GP 21/11 DECLARATIONS OF INTEREST**

There were no declarations of interest made in accordance with the Code of Conduct.

##### **GP 21/12 MINUTES**

**RESOLVED:** That the Minutes of the meeting of the General Purposes Committee held on the 25 January 2021 be approved as a correct record and signed by the Chairman.

#### **DECISIONS TAKEN UNDER DELEGATED POWERS**

##### **GP 21/13 PAY AWARD 2021**

The report of the Chief Executive requested Members to consider a pay award of 1% for employees for 2021/22. Members noted that Council employees had a term in their contracts which read 'Salaries will be revised on 1 April each year by an amount determined by the Authority having regard to movements in the Retail Price Index, comparative pay settlements and prevailing economic conditions' and that the Council therefore determined its own pay awards and was not tied into the national process of collective bargaining.

Members recognised the value of staff and the effort that employees had made during a challenging period. However, there was significant discussion on the Members Allowance Scheme and the appropriateness of acceptance or receipt of an increase in the allowance during the current economic climate.

It was proposed by Councillor M Hood and seconded by Councillor N Stapleton that an amendment to the recommendation be made as follows:

*'That a 1% pay award, from 1st April 2021 be agreed, on condition that Members forego an increase to their allowance this year.'*

Following careful consideration, it was felt that this should be a private matter and that individual councillors were entitled to make their own decision in respect of their allowance.

Upon being put to the vote, 10 Members voted against the amendment to the recommendation and 2 in favour, whereupon the amendment to the recommendation was rejected.

Members indicated their agreement in respect of the substantive recommendation.

**RESOLVED:** That a 1.0% pay award, from 1 April 2021, be agreed.

### **MATTERS FOR CONSIDERATION IN PRIVATE**

#### **GP 21/14 EXCLUSION OF PRESS AND PUBLIC**

The Chairman moved, it was seconded and

**RESOLVED:** That, as public discussion would disclose exempt information, the following matters be considered in private.

### **PART 2 - PRIVATE**

#### **DECISIONS TAKEN UNDER DELEGATED POWERS**

#### **GP 21/15 ESTABLISHMENT CHANGES**

The report of the Director of Central Services and Deputy Chief Executive set out for approval a number of establishment changes arising from the ongoing operational management of the Borough Council's services.

**RESOLVED:** That the proposals and establishment adjustments set out in the report be endorsed as follows:

- (1) the establishment of a new post of Building Control Team Leader, M8, 37 hours per week, with effect from 1 July 2021.
- (2) the deletion of post DJ0216, Surveyor, 37 hours per week, scale 4/M9 with effect from 1 July 2021.

- (3) the deletion of post DJ0213, Building Control Technician, scale 1/4, 37 hours per week, with effect from 1 July 2021.
- (4) the re-designation and increase in hours of post DJ0124 from Technical Manager, M8, 30 hours per week to Planning Business Manager, M8, 37 hours per week with effect from 1 July 2021.
- (5) the deletion of the full time Technical Officer posts DJ0150, DJ0151 and DJ0152, scale 3/4 with effect from 1 July 2021.
- (6) the creation of two full time Senior Technical Officer posts scale 5/6 with effect from 1 July 2021.
- (7) the creation of a Building Control Technical Officer post scale 3/4, 37 hours per week with effect from 1 July 2021.
- (8) the creation of a Building Control Technical Officer post scale 3/4, 22.5 hours per week with effect from 1 July 2021.

The meeting ended at 8.15 pm