

TONBRIDGE AND MALLING BOROUGH COUNCIL

GENERAL PURPOSES COMMITTEE

Wednesday, 15th March, 2023

Present: Cllr M R Rhodes (Chair), Cllr B J Luker (Vice-Chair), Cllr Mrs P A Bates, Cllr A E Clark, Cllr M A Coffin, Cllr D J Cooper, Cllr N J Heslop, Cllr D Keers, Cllr D W King, Cllr D Lettington, Cllr W E Palmer, Cllr Mrs M Tatton and Cllr R I B Cannon (substitute member).

Virtual: Councillors Mrs J A Anderson, R P Betts, M D Boughton, M A J Hood, P J Montague and K B Tanner participated via MS Teams and joined the discussion when invited to do so by the Chair in accordance with Council Procedure Rule No 15.21.

Apologies for absence were received from Councillors D A S Davis and R V Roud.

PART 1 - PUBLIC

GP 23/14 NOTIFICATION OF SUBSTITUTE MEMBERS

Notification of substitute members were recorded as set out below:

Cllr Cannon substituted for Cllr D Davis

In accordance with Council Procedure Rules 17.5 to 17.9 this Councillor had the same rights as the ordinary member of the committee for whom they were substituting.

GP 23/15 DECLARATIONS OF INTEREST

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

GP 23/16 MINUTES

RESOLVED: That the Minutes of the meetings of the General Purposes Committee held on 25 January 2023 and 20 February 2023 be approved as a correct record and signed by the Chairman.

MATTERS SUBMITTED FOR INFORMATION

GP 23/17 GENDER PAY GAP REPORTING 2021-2022

The report of the Director of Central Services summarised the legislative context for gender pay gap reporting and incorporated the outcomes of the Borough Council's gender pay gap analysis for 2021-2022.

Overall, during the most recent twelve month period there had been a negative shift in the mean pay gap and a marginal positive shift in the median pay gap. It was noted that both the mean and median pay gaps had narrowed by approximately 1.4% and 3.7% respectively since figures were first published in 2017.

It was also noted that the Borough Council's Chief Executive was female and that the majority (60%) of the Senior Management Team were female.

During discussion, Members requested information on the rate that women were promoted within the organisation and noted that the Borough Council continued to support a range of initiatives for both men and women including flexible working, remote working, job sharing, part-time working and flexible retirement.

MATTERS FOR CONSIDERATION IN PRIVATE

GP 23/18 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 23/19 ESTABLISHMENT REPORT

(Reasons: LGA 1972 - Sch 12A Paragraph 1 – Information relating to an individual)

The report set out for Members' approval a number of establishment changes recommended by Management Team. Members noted that, in accordance with adopted conventions, all of the savings/costs referred to in the report reflected the salary at the top of the scale/grade plus associated on costs.

RESOLVED: That

- (1) the increase in hours of post DF1117 Overpayment Recovery Assistant from 22.2 to 30 per week with effect from 1 April 2023 be approved;
- (2) the Financial Services Manager (DF0201) post be deleted from the establishment with effect from 1 June 2023;

- (3) a new Principal Accountant post on grade M6 be created with effect from 1 June 2023;
- (4) post DF0209 be redesignated to Senior Accountant and regraded to M9 with effect from 1 June 2023;
- (5) the deletion of posts DB0349, DB0350 and DB0342 from the establishment and the creation of one new full time Customer Service Adviser post at scale 2/3 to be based at Tonbridge Castle with effect from 1 April 2023 be approved;
- (6) the post of Parking Support Manager (DE0513) be increased to 37 hours per week with effect from 1 April 2023; and
- (7) the hours of the Parking Support Officer (DE0503) post be reduced from 37 to 29.6 hours with effect from 1 April 2023.

The meeting ended at 7.55 pm