

TONBRIDGE AND MALLING BOROUGH COUNCIL

GENERAL PURPOSES COMMITTEE

Wednesday, 13th March, 2024

Present: Cllr M R Rhodes (Chair), Cllr M A Coffin (Vice-Chair), Cllr L Athwal (substitute), Cllr K Barton, Cllr A G Bennison, Cllr G C Bridge (substitute), Cllr R I B Cannon (substitute), Cllr J Clokey, Cllr D A S Davis, Cllr R V Roud and Cllr K B Tanner

In attendance: Councillors M D Boughton and P M Hickmott were also present pursuant to Council Procedure Rule No 15.21.

Virtual: Councillor W E Palmer participated via MS Teams in accordance with Council Procedure Rule No 15.21.

Apologies for absence were received from Councillors B A Parry, B Banks and A McDermott.

PART 1 - PUBLIC

GP 24/10 NOTIFICATION OF SUBSTITUTE MEMBERS

Notification of substitute members were recorded as set out below:

- Cllr L Athwal substituted for Cllr B A Parry
- Cllr G Bridge substituted for Cllr B Banks
- Cllr R Cannon substituted for Cllr A McDermott

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

GP 24/11 DECLARATIONS OF INTEREST

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

GP 24/12 MINUTES

RESOLVED: That the Minutes of the meeting of the General Purposes Committee held on 24 January 2024 be approved as a correct record and signed by the Chairman.

MATTERS SUBMITTED FOR INFORMATION**GP 24/13 GENDER PAY GAP REPORT 2022-2023**

The report of the Interim Chief Executive summarised the legislative context of gender pay gap reporting and incorporated the outcomes of the Borough Council's gender pay gap analysis for 2022-2023.

Overall, during the most recent twelve month period there had been a positive shift in the mean and median gender pay gap of 3.48% and 7.65% respectively compared to the previous year. It was noted that the reduction in the size of the Council's gender pay gap was likely due to the fact that the three most senior positions the Council had appointed to during the 2022-2023 financial year were posts graded M4, M5 and M6 respectively and all three appointments were taken up by female staff.

Attention was made to the actions the Council was taking to try to address the Gender Pay Gap, in particular the Remote Working Policy, the Flexible Working and Time Off Policy and the Council's commitment to undertaking further work regarding the menopause to ensure that those affected felt supported at work.

MATTERS FOR CONSIDERATION IN PRIVATE**GP 24/14 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 24/15 ESTABLISHMENT REPORT**

(Reasons: LGA 1972 – Sch 12A Paragraph 1 and 2 - Information relating to an individual and information which is likely to reveal the identity of 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 change in job title of post DJ0182 from Principal Enforcement Officer to Planning Enforcement Manager, be noted;
- (2) the regrading of the Licensing Officer post (DR0406) to scale 6, be noted;
- (3) post DN0201, Technical Support Manager (M6), be deleted with effect from 1 April 2024;
- (4) post DN0110 Technical Architect (M7), be deleted with effect from 1 April 2024;
- (5) a new post of IT Technical Architect and Support Manager (M6), be created with effect from 1 April 2024;
- (6) an additional post of Senior Developer/Analyst (M8), be created with effect from 1 April 2024;
- (7) the IT Applications and Development Team Manager post (DN0101) be regraded from M7 to M6 with effect from 1 April 2024; and
- (8) the overall cost implications as set out in paragraph 1.5, be noted.

RECOMMENDED*: That

- (i) the Housing Solutions Officers (DV0785 and DV0788), Accommodation Officer (DV0786), Homelessness Prevention Officers (DV0789 and DV0790) and Housing Allocations Assistant (DV0791), be permanently established with effect from 1 May 2024; and
- (ii) the funding for these posts be provided from the annual Homelessness Prevention Grant Allocations commencing in 2024/25, and it be noted that should future grant allocations cease to provide sufficient funding, a review of resourcing would need to be undertaken.

***Recommended to Council**

The meeting ended at 7.52 pm