

## **PUBLIC Minutes of the Meeting of the General Services Committee held on 24 August 2023 at 7.00 pm**

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**Present:** Councillors Andrew Jefferies (Chair), John Kent (Vice-Chair), Kairen Raper, Graham Snell, Luke Spillman, Lynn Worrall and Ben Maney (Substitute) (substitute for Deborah Arnold)

**Apologies:** Councillor D Arnold

**In attendance:** Dr Dave Smith, Chief Executive and Managing Director  
Commissioner  
Gavin Jones, Chief Executive, Essex County Council  
Jackie Hinchliffe, Director of HR, OD & Transformation  
Steven Mair, Interim Chief Financial Officer  
Patrick McDermott, Chief of Staff to the Thurrock  
Commissioners  
Jayne Middleton-Albooye, Assistant Director, Legal  
Elizabeth Roy, Senior HR Business Partner  
Nicole Wood, ECC Best Value Commissioner  
Jenny Shade, Senior Democratic Services Officer

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Before the start of the Meeting, all present were advised that the meeting was being recorded, with the audio recording to be made available on the Council's website.

### **12. Minutes**

Public Minutes of the General Services Committee held on the 27 June 2023 and 5 July 2023 were approved as a correct record.

### **13. Items of Urgent Business**

There were no urgent items of business.

### **14. Declarations of Interests**

There were no declaration of interests made.

### **15. Employment Matter - Senior Management Arrangements**

Following the report presented on the 5 July 2023 to the General Services Committee with a proposed revised Senior Management structure that met the requirements of the Directions. General Services Committee supported the proposed structure enabling formal consultation to commence. This consultation took place between the 6 July 2023 and 5 August 2023. The report sets out the outcome of consultation, presenting the final Senior Management structure and the process and timescale for implementation.

The following points were raised:

ACTIONS:

**RESOLVED**

**General Services Committee:**

- 1. Approved the final Senior Management Structure.**
- 2. Approved the voluntary redundancy request from the Director of Public Realm as set out at Appendix 3.**
- 3. Noted and approved the dismissals of the Director of HR, OD & Transformation and the Director of Strategy, Engagement & Growth through compulsory redundancy as set out in Appendix 3.**
- 4. Noted the recruitment and selection timetable for the new senior positions set out in section 6.**
- 5. Recommended to Commissioners the appointment of Steve Mair as S151 Officer pending the permanent appointment of the new Chief Finance Officer (Section 151).**

**16. Pay Policy 2023/24 - Senior Manager Pay**

General Services Committee received a report on 27 June 2023 setting out options and risks relating to the 2023/24 pay award for Senior Managers. The outcome of the report was a recommendation of no increase for Senior Managers. Counsel has confirmed the Council had a contractual commitment to pay any increase recommended by the Annual Review. The recommendation of no increase would be in breach of current employment contracts. This report sets out the position and the way forward to correct the award for the current year and confirms the review of arrangements for senior pay.

The following points were raised:

ACTIONS:

**RESOLVED**

**General Services Committee:**

- 1. Noted the recommended Senior Manager Pay award of 4% as determined and by the independent assessment with effect from 1 April 2023.**
- 2. Recommended the revised Pay Policy Statement (Appendix 5), incorporating the 4% award, to Council. Councillor Spillman voted against this recommendation.**
- 3. Instructed the Chief Executive, as part of the wider Pay Review, to bring back to General Services Committee a review of pay and arrangements for determining on-going annual pay awards for Senior Managers.**

*At 8.11pm, the committee went into exempt session.*

**17. Exempt Minutes of General Services Committee Meetings held on the 27 June 2023 and 5 July 2023**

Exempt Minutes of the General Services Committee held on the 27 June 2023 and 5 July 2023 were approved as a correct record.

**18. Employment Matter - Finance Department Restructure**

This was exempt.

**The meeting finished at 8.18 pm**

Approved as a true and correct record

**CHAIR**

**DATE**

**Any queries regarding these Minutes, please contact  
Democratic Services at [Direct.Democracy@thurrock.gov.uk](mailto:Direct.Democracy@thurrock.gov.uk)**