

ISLE OF ANGLESEY COUNTY COUNCIL

Minutes of the meeting held on 7 April 2015

- PRESENT:** Councillor Vaughan Hughes (Chair)
Councillor Jim Evans (Vice-Chair)
- Councillors Raymond Jones, Lewis Davies, R Dew, Ann Griffith, John Griffith, D R Hughes, K P Hughes, Victor Hughes, W T Hughes, Llinos Medi Huws, A M Jones, G O Jones, H E Jones, R LI Jones, R.Meirion Jones, Richard Owain Jones, Jeffrey M.Evans, R G Parry OBE, Dylan Rees, J A Roberts, P S Rogers, Alwyn Rowlands, Dafydd Rhys Thomas and Ieuan Williams
- IN ATTENDANCE:** Chief Executive,
Corporate Director (Lifelong Learning),
Corporate Director (Community),
Interim Head of Function (Resources)/Section 151 Officer,
Head of Profession – Human Resources,
Head of Democratic Services (Items 1 to 4 only),
Legal Services Manager (Items 1 to 4 only),
Acting Accountancy Manager (Items 1 to 4 only),
HR Strategy Manager (Items 1 to 4 only),
Committee Officer (MEH) (Items 1 to 4 only),
HR Operations Manager.
- ALSO PRESENT:** None
- APOLOGIES:** Councillor T LI Hughes, Carwyn Jones, Alun W Mummery and Nicola Roberts

1. DECLARATION OF INTEREST

The Legal Services Manager referred to Item 5 of the Agenda which deals with the job evaluation process and equal pay. He stated that it was apparent that numerous Elected Members had relatives working for the Council and following consultation with the Group Leaders the Head of Function (Council Business)/Monitoring Officer arranged a Dispensation Panel of the Standards Committee to request a dispensation for those Elected Members. The Dispensation Panel resolved to grant a dispensation pursuant to paragraph 2(d) of the Code of Conduct to those Elected Members who considered that they had prejudicial interest so as to take part in the discussion on the item but not vote.

Declarations of prejudicial interests and reliance on the dispensation granted due to family members working for the County Council were received by the following in respect of Item 5 :-

Councillors Lewis Davies, Jeff M. Evans, T.V. Hughes, Llinos M. Huws, H. Eifion Jones, R.LI. Jones, R.O. Jones, Bob Parry OBE, J. Arwel Roberts, Dafydd R. Thomas, Ieuan Williams.

Councillors R. Meirion Jones and Dylan Rees declared that they are former employees of the Council. Councillor Dylan Rees stated that he obtained legal opinion from the Monitoring Officer and was advised that he would be allowed to speak on Item 5 but if he argued for back-pay for former employees he would therefore have a prejudicial interest and would not be allowed to vote. Councillor R. Meirion Jones also stated that he would not vote if back-pay was argued for employees.

The following Officers of the Council declared a prejudicial interest in Item 5 and left the meeting before discussion of the item as the matter may directly affect the salary scale of their posts and terms and conditions of employment:-

Head of Democratic Services, Legal Services Manager, Acting Accountancy Manager, HR Strategy Manager and Committee Officer.

2. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED to adopt the following :-

“Under Section 100(A)(4) of the Local Government Act 1972, to exclude the press and public from the meeting during discussion on the following item on the grounds that it may involve the disclosure of exempt information as defined in Schedule 12A of the said Act and in the attached Public Interest Test.”

3. STAFF APPOINTMENTS - APPOINTMENT OF CHIEF EXECUTIVE

RESOLVED to ratify the recommendation of the Appointments Committee held on 27th March, 2015 to appointment Dr. Gwynne Jones as Chief Executive as from 1st June, 2015.

4. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED to adopt the following :-

“Under Section 100(A)(4) of the Local Government Act 1972, to exclude the press and public from the meeting during the discussion on the following item as it may involve the disclosure of exempt information as defined in Paragraph 12 of the said Act and in the attached Public Interest Test.”

5. JOB EVALUATION IMPLEMENTATION AND EQUAL PAY

- To consider the recommendations of the Pay and Grading Review Panel held on the 17th March, 2015.
- To submit the report of the Head of Profession Human Resources.

Councillor Alwyn Rowlands outlined the recommendations of the Pay and Grading Review Panel held on the 17th March, 2015 and proposed that the Full Council accept the recommendations. Councillor Rowlands thanked the Human Resources service and all parties involved for their commitment and hard work with the project over the past two years.

The Head of Profession Human Resources went through the report and recommendations in detail, highlighting the associated risks with the recommendations of the Pay and Grading Review panel on the 17th March 2015. She also updated the report verbally and informed members of the current compromise position put forward following further negotiation with the Trade Unions following the meeting of the Pay and Grading Review Panel on the 17th March 2015. The Interim Section 151 Officer outlined the financial position and confirmed that the recommendation presented to the Pay and Grading Review Panel was affordable.

Following consideration of the recommendations of the Pay and Grading Review Panel and the additional information, including the risks highlighted, presented by the Head of Profession Human Resource and the Interim Section 151 Officer, it was proposed to support the recommendations of the Pay and Grading Review Panel:

In favour:

Councillors Dylan Rees, R Meirion Jones, Alwyn Rowlands, Richard A Dew, Kenneth P Hughes, John Griffith, Gwilym O Jones, Peter Rogers, Derlwyn R Hughes, William T Hughes, Aled Morris Jones, Raymond Jones, Jim Evans, Vaughan Hughes.

Against:

No members voted against.

The following declared a prejudicial interest:

Councillors Robert G Parry OBE, Lewis Davies, Llinos M Huws, Jeffrey M Evans, Dafydd R Thomas, Richard O Jones, H Eifion Jones, Ieuan Williams, T V Hughes, J Arwel Roberts.

It was RESOLVED to accept the recommendations of the Pay and Grading Review Panel held on the 17th March, 2015.

The meeting concluded at 3.30 pm

**COUNCILLOR VAUGHAN HUGHES
CHAIR**