

**NORTH YORKSHIRE COUNTY COUNCIL**

**CHIEF OFFICERS' APPOINTMENTS COMMITTEE**

Minutes of the Meeting held at County Hall, Northallerton on Wednesday, 21 March, 2007

Present:- County Councillors Bernard Bateman MBE (as substitute for Bill Hout), David Billing, Michael Knaggs (as substitute for Caroline Patmore), Caroline Seymour, John Watson OBE (as substitute for Peter Sowray), John Weighell and Clare Wood (as substitute for Chris Metcalfe).

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**18. ELECTION OF CHAIRMAN**

That County Councillor John Weighell be elected as Chairman of the Committee

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**COUNTY COUNCILLOR JOHN WEIGHELL IN THE CHAIR**

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**19. MINUTES**

**RESOLVED -**

That the minutes of the meeting held on 28 January 2005, having been printed and circulated, be taken as read and be confirmed and signed by the Chairman as a correct record.

**20. EXCLUSION OF THE PUBLIC**

**RESOLVED –**

That, pursuant to Section 100(A)(4) of the Local Government Act 1992, the public be excluded from the meeting during consideration of Item 4 on the agenda on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1 and 4 of Schedule 12a to the Local Government Act 1972, as amended by the Local Government (Access to Information)(Variation) Order 2006.

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**The following item was considered in private  
and the public have no right to access  
to the related report**

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**21. REVISIONS TO CHIEF OFFICERS PAY AND TERMS OF CONTRACT**

**CONSIDERED –**

A report of the Assistant Chief Executive (HR & OD) relating to the review of pay and benefits which have been undertaken, resulting in a range of changes to the pay and benefits of all staff, and to the outcome of the Hay job evaluation scheme which had been applied to all posts from SO1 to Management Board.

The Chief Executive Officer stated that he was only present at the first part of the meeting in order to put the process of job evaluation and the pay and reward review into its wider context and to respond to any questions there might be in respect of Directors' posts. He would then leave the meeting, as he had an interest in the outcome of the matters under discussion. He indicated that the determination of the pay and conditions for Chief Officers had been left to the end of the process, deliberately, and he reminded Members that there had been a requirement, under the national Single Status Agreement, for a job evaluation exercise to be carried out, to address equal pay issues. He said that the view had been taken that it was right to harmonise conditions for all staff, including issues related to leave and car allowances. The evaluation of 80 senior management posts, including the members of the Management Board, had been carried out by independent Hay consultants. Members raised a number of queries which were addressed. There was a general agreement that Hay job evaluation had been applied to all posts at and above SO1 and that it would be inappropriate to do anything other than accept the recommendations made by independent Hay consultants in respect of Chief Officer posts.

**RESOLVED –**

That the terms and conditions of Chief Officers be assimilated to the County Council's pay and reward structures.

That the Hay evaluation for Chief Officers, carried out by independent Hay consultants, be accepted.

That the proposed salary scales for Chief Officers, as set out in Appendix 3 to the report, be accepted.

SJK/JD