

**ORGANISATION SCRUTINY COMMITTEE**

**MINUTES OF MEETING HELD ON 13 SEPTEMBER 2017**

**I N D E X**

<b>Page No</b>	<b>Minute No</b>	<b>Heading</b>
1	247	Apologies for Absence
1	248	Declarations of Interest
1	249	Minutes of Last Meeting
1	250	Scrutiny Review – Job Evaluation and Associated Benefits
2	251	List of Key Decisions – Issue No 64
2	252	Work Programme
3	253	Urgent Items of Business
3	254	Date of Next Meeting

## **ORGANISATION SCRUTINY COMMITTEE**

### **MINUTES OF MEETING HELD ON 13 SEPTEMBER 2017**

#### **Present:**

Councillor D Skinner ..... Chair  
Councillor T Mansbridge ..... Vice-Chair  
Councillor J Barry .....  
“ L Robinson ..... Councillor R Welton

#### **Also Present**

Stephanie Barker – Assistant Director – HR and Payroll  
Sue Veerman – Overview and Scrutiny Manager  
Sarah Cottam – Senior Governance Officer (Acting)

#### **247 Apologies for Absence**

Apologies for absence had been received from Councillors A Dale, B Ridgway and B Wright.

#### **248 Declarations of Interest**

Members were requested to declare the existence and nature of any disclosable pecuniary interest and/or other interest, not already on their register of interests, in any item on the agenda and withdraw from the meeting at the appropriate time.

There were no interests declared at this meeting.

#### **249 Minutes of Last Meeting**

**RESOLVED** – That the Minutes of the meeting of the Organisation Scrutiny Committee held on 19 July 2017 be approved as a correct record and signed by the Chair.

#### **250 Scrutiny Review – Job Evaluation and Associated Benefits**

The Committee considered an update in relation to the Scrutiny Review and Stephanie Barker, Assistant Director – HR and Payroll was in attendance to answer any questions.

The Committee considered the Reward Recognition and Retention Framework. This document was in need of a refresh and Scrutiny was invited to provide a view and input into the value of the document.

The Committee was advised that it was imperative that the Council had in place a Reward, Recognition and Retention Framework that attracts, retains, motivates and engages individuals. This in turn would enable the Council to sustain high employee and organisational performance together with improving services through transformation and growth.

Members discussed at length the current employee reward, recognition and retention initiatives and categorised whether they regarded each initiative as a Reward, Recognition or Retention. It was recognised that the review of the document would require input from staff. It was therefore agreed that focus groups would be set up for this purpose.

Members also felt it would be beneficial to gauge what other initiatives local authorities and companies in the private sector had and to compare and benchmark what was currently on offer at North East Derbyshire District Council.

The Chair on behalf of the Committee thanked the Assistant Director – HR and Payroll for attending the meeting.

**RESOLVED –**

- (1) That the Overview and Scrutiny Manager capture the discussion of the framework by Organisation Scrutiny Committee itemising more clearly what initiatives are considered Reward, Recognition or Retention and what should be provided to employees as of right.
- (2) The Overview and Scrutiny Manager to research what initiatives other local authorities and private sector companies offered to staff.  
(Overview and Scrutiny Manager/Members)

**251 List of Key Decisions – Issue No 64**

The Committee considered Issue No 64 of the List of Key Decisions which set out the major decisions being taken over the next few months.

**RESOLVED** – That the List of Key Decisions Issue No 64 be noted.  
(Governance)

**252 Work Programme**

The Committee considered its Work Programme for 2017/2018 which set out the items which the Committee wished to consider over the forthcoming year.

The Overview and Scrutiny Manager advised the Committee that a timetable would be put together for the next meeting outlining potential staff focus groups for discussion.

**RESOLVED** – That the Organisation Scrutiny Committee's Work Programme for 2017/2018 be noted.

(Overview and Scrutiny Manager)

**253 Additional Urgent Items**

There were no additional urgent items to be considered at the meeting.

**254 Date of Next Meeting**

The next meeting of the Organisation Scrutiny Committee is scheduled to take place on 1 November 2017 at 3.00 pm.

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