

**Minutes of a meeting of the
Joint Staff Committee
Adur District and Worthing Borough Councils
QEII Room, Shoreham Centre, Shoreham-by-Sea
31 March 2022**

Councillor Brian Boggis (Chairman)

Adur District Council:

Jim Funnell
Robina Baine

Worthing Borough Council:

Karen Harman
Rosey Whorlow
Bob Smytherman

Absent

Councillors Bob Smytherman and Rosey Whorlow.

JStC/10/21-22 Substitute Members

Councillor Mike Barrett substituted for Councillor Rosey Whorlow.

Councillor Hazel Thorpe substituted for Councillor Robert Smytherman.

JStC/11/21-22 Minutes

Resolved that the minutes of the Joint Staff Committee meeting held on the 29th September 2021, be approved as an accurate record and signed by the Chairman.

JStC/12/21-22 Declarations of Interest

There were no declarations of pecuniary interest by those present.

JStC/13/21-22 Public Question Time

There were no questions submitted from the public.

JStC/14/21-22 Items Raised under Urgency Provisions

There were no items raised under urgency provisions.

JStC/15/21-22 Pay and Reward Policy

Before the Committee was a report by the Director for Digital Sustainability & Resources, copies of which had been circulated to all Members and a copy of which is attached to the signed copy of these minutes as Item 6.

The report sought approval of the additional section in the Adur & Worthing Councils Pay and Reward Policy (section 7.0) and the changes to points 8.4, 8.5, 9.2 and 12.1.

During consideration of the item, Members discussed the makeup of Job Evaluation Panels, union consultation, recruitment incentives and the increased number of specialists working from home.

The recommendations in the report were proposed by Councillor Jim Funnell, seconded by Councillor Karen Harman and supported unanimously.

Resolved

The Joint Staff Committee

- i. approved the changes to the Pay and Reward Policy with immediate effect; and
- ii. delegated authority to the Head of Human Resources (in consultation with the Chief Financial Officer and the Head of Legal Services, where relevant) in order to make minor and non-material amendments to this policy at any time.

The meeting was declared closed by the Chairman at 6.50 pm, it having commenced at 6.30 pm

Chairman