

## ISSUES ARISING FROM FINANCE & PROCEDURES OVERVIEW & SCRUTINY COMMITTEE

### 1 PAY AND GRADING

- 1.1 This item of business was referred to the Policy & Finance Committee by the Finance & Procedures Overview & Scrutiny Committee on 16 February 2005 with three recommendations.
- 1.2 A copy of the officer's report is appended.
- 1.3 Members of the Finance & Procedures Overview & Scrutiny Committee were in agreement with the officer view that:-
- a three year period of salary protection be recommended
  - deleting scale 1 as a grade in its own right would be to inflate the worth of some jobs and take the scheme out of proportion
  - in order to retain quality staff, market supplements are required, but with safeguards in place.
- 1.4 It is proposed that the Committee **RESOLVES**
- (1) That staff adversely affected by job evaluation be provided with a three year period of salary protection.
  - (2) That Scale 1 be retained within the pay structure.
  - (3) That the Discretionary Market Forces Supplementary Payment Policy as set out at Appendix 1 to the officer's report be adopted. (CD(LP&A))

Sarah Fowler

Head of Administrative & Member Services

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**Background Papers:-**

None

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