

CABINET

19 March 2024

Minutes of the Cabinet meeting held at the Council Chamber, Town Hall, Bexhill-on-Sea on Tuesday 19 March 2024 at 9:31am.

Cabinet Members present: Councillors D.B. Oliver (Leader), C.A. Bayliss (Deputy Leader), T.J.C. Byrne, S.J. Coleman, A. Rathbone Ariel and H.L. Timpe.

Cabinet Members present remotely: Councillor T.M. Killeen (MBE).

Advisory Officers in attendance: Chief Executive, Interim Deputy Chief Executive, Human Resources Manager, Interim HR Programme Manager and Democratic Services Officer.

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CB23/79. **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors K.M. Field and A.K. Jeeawon.

CB23/80. **DISCLOSURE OF INTERESTS AND DISPENSATIONS**

There were no declarations of interest made or dispensations noted.

CB23/81. **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED: That the press and public be excluded whilst matters containing exempt information, as prescribed by Part 1 of Schedule 12A of the Local Government Act 1972, as amended and relating to Minute CB23/82 was under consideration. The report submitted in connection with this item and which contained information exempt from publication by virtue of Part 1 of Schedule 12A to the Act shall remain confidential if and so long as, in all the circumstances of each case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

PART III – URGENT DECISIONS – The Chair of Council had agreed that the following decision was urgent in accordance with Paragraph 17 of the Overview and Scrutiny Procedure Rules contained in Part 4 of the Council's Constitution. The call-in procedure does not therefore apply to this decision.

CB23/82. **PAY AWARD DISPUTE RESOLUTION**

Consideration was given to the confidential report of the Chief Executive and Interim People Programme Manager, which outlined the revised pay offer for 2023/24 made to UNISON on 6 March 2024, for

Cabinet's approval. The current dispute had arisen following the HR Committee's decision on 30 August 2023 to confirm a final pay offer of 3% with effect from September 2023.

Cabinet was asked to approve the final offer made to UNISON on 6 March 2024, detailed at paragraph 18 in the report.

After some discussion, Cabinet agreed the recommendations proposed and thanked officers for their work in the negotiations, highlighting that Cabinet recognised the workforce was the organisation's greatest asset. A more strategic approach to pay awards and a review of the pay structure would be taken moving forward, engaging with staff on a People Strategy.

RESOLVED: That the recommendations be approved as submitted.

(This matter was considered exempt from publication by virtue of paragraph 4 of Schedule 12A of the Local Government Act 1972, as amended).

(The Chair of Council had agreed that this decision could be taken as a matter of urgency to enable the Council to resolve the current pay dispute as soon as possible).

(The Chair of the Overview and Scrutiny Committee had agreed that this key decision which had not been included on the Cabinet's Forward Plan of Key Decisions could be taken at this meeting in accordance with Access to Information Rule 15 (Key-Decisions - Special Urgency).

CHAIR

The meeting closed at 10:03am.

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