

# NORTH EASTERN INSHORE FISHERIES AND CONSERVATION AUTHORITY

## MEETING OF THE EXECUTIVE COMMITTEE

05 FEBRUARY 2020

Present	Representing
Dr Stephen Axford	MMO appointee
Councillor Ron Allcock	North Lincolnshire Council
Prof Mike Elliott	MMO appointee
Councillor Chris Matthews	East Riding of Yorkshire Council
Councillor Tony Randerson	North Yorkshire County Council
Mr Gary Redshaw	MMO appointee

Chief Officer Mr David McCandless, Clerk Caroline Lacey, Treasurer Stephen Chandler also attended the meeting.

The Committee met at the County Hall, Cross Street, Beverley, HU17 9BA. The meeting started at 10:00.

<b>1.</b>	<b>APOLOGIES</b>
	Apologies for absence were received from Council Member Bell and MMO member Carter.
<b>2.</b>	<b>DECLARATION OF PERSONAL OR PREJUDICIAL INTERESTS</b>
	<b>Resolved</b> – The Clerk asked Members to declare any personal or prejudicial interests with respect to items on the Agenda and the nature of such interests. No such interests were declared.
<b>3.</b>	<b>TO TAKE NOTES OF THE MEETING HELD ON 15 NOVEMBER 2019 A CORRECT RECORD</b>
	<b>Resolved</b> – That the minutes of the meeting held on 15 November 2019 be approved as a correct record and signed by the Chairman.
<b>4.</b>	<b>EXCLUSION OF THE PUBLIC</b>
	That the public be excluded from the meeting for consideration of the following item (Minutes 5) on the grounds that it involves the likely disclosure of exempt information defined in Paragraphs 8 and 9 of part 1 of Schedule 12A of the Local Government Act 1972.
	<b>Resolved</b> – that the public be excluded from the meeting for consideration of the following item (minutes 5).
<b>5.</b>	<b>NEIFCA STAFFING REVIEW</b>
	The Chief Officer submitted a report to update members on progress with the implementation of the NEIFCA organisational review following the Special Executive Meeting held on the 15 November 2019. Since the meeting, work had continued on progressing the implementation of the

	<p>recommendations contained within the 2019 report with a priority focus on addressing the remuneration issues. This work was ongoing and involved a review and refresh of all operational job profiles and the identification of an appropriate independent organisation to undertake a supporting job evaluation process and develop a revised pay and grading structure for NEIFCA.</p> <p>Members were informed that, currently NEIFCA does not have any agreed system of job evaluation and by default utilises East Riding of Yorkshire Council (ERYC) processes. In terms of IFCA's generally, this is very much the norm with the exception of Cornwall IFCA. Cornwall County Council (CCC) provides HR services to Cornwall IFCA and utilises two nationally recognised systems of job evaluation, HAY and the Greater London Provincial Council (GLPC) scheme in support of Cornwall IFCA's pay and grading structure. Both job evaluation schemes are nationally recognised by trade Unions and used extensively across the UK private and public sectors. The GLPC scheme is used extensively across the Local Government Sector and is suited to both management and more manual roles. CCC consider GLPC to be better suited in assessing IFCA job roles based on their experience of working with Cornwall IFCA and supporting their job evaluation processes.</p> <p>CCC was the only independent organisation found which possessed an extensive level of expertise in job evaluation processes combined with a detailed working knowledge of IFCA's at operational level. As such, a formal approach was made to CCC who provided an outline specification for the provision of independent job evaluation services to NEIFCA, including additional support and advice, at a cost of £4,574.40 which had been accepted.</p> <p>Both the Chief Officer and Operational Support Manager were excluded from the meeting whilst members discussed the report in detail.</p> <p>Following a detailed discussion and debate by all members, the Clerk summarised that all members were happy to endorse the utilisation of the GLPC scheme of job evaluation for all NEIFCA posts and endorsed the formal engagement with CCC. Members agreed that the consultation with Trade Unions should commence and that a meeting should be arranged for all staff along with the Clerk, to reassure staff that all current posts were to remain and to provide some indicative timescales for implementation. Members were not happy to endorse the recommendation that the recruitment and selection process at indicative levels should run parallel with the independent job evaluation work by CCC, and insisted that any vacant posts should be advertised with the current terms and conditions and salary grade, review pending.</p>
	<p><b>Resolved</b></p> <ul style="list-style-type: none"> <li>(a) Members noted the report.</li> <li>(b) Members endorsed the utilisation of the Greater London Provisional Council (GLPC) Scheme of job evaluation for all NEIFCA posts.</li> <li>(c) Members endorsed the formal engagement with Cornwall County Council in support of the implementation work.</li> <li>(d) That the Clerk will act as the named point of contact in relation to the Chief Officer's post.</li> <li>(e) That any vacant posts will be advertised at the current salary with review pending.</li> <li>(f) The Clerk will attend a meeting with all staff to provide an update on the Organisational Review and implementation.</li> </ul>
4.	<b>ANY OTHER BUSINESS</b>
	Nothing to report.
	The meeting closed at 11:00am

