

LONGLEY PARK SIXTH FORM COLLEGE

**CONFIDENTIAL MINUTES of the meeting of the
RESOURCES COMMITTEE**

**held on 27 FEBRUARY 2008 at 5.00pm
at the College, Horninglow Road, Sheffield**

Present: Clare Burnell (Chair)
Rob Ellis
Ali Ghalib
Mo Nisbet (Principal)

In attendance: Clare Blacow (Personnel Manager)
Janet Brown (Finance Manager)
Sharon Langridge (Clerk to the Corporation)
Trevor Wray (Deputy Principal)

**Action
Who By**

1 BUILDING DEFECTS: KIER NORTHERN

The Deputy Principal reported that he had met with the Corporation Chair and Vice-Chair the previous week to discuss the situation. The Committee noted that Prodema UK had been presented with a technical report by the architects. They had made an offer of £150,000 worth of replacement panels but no assistance with the removal of the faulty panels or with installation of the new panels. Kier Northern had made an offer of goodwill in relation to the cost of installation and the Learning & Skills Council had indicated that it would be willing to offer financial support for up to 50% of the costs. The Chair and Vice-Chair favoured hosting a roundtable discussion involving all of the parties in an attempt to achieve the best case, rather than legal action. The alternative was to commence legal action against Prodema and/or Ellis Williams Architects. The Committee supported the preferred route of the Chair and Vice-Chair.

2 CROSS COLLEGE STAFF PAY

The Deputy Principal circulated details of a pay structure proposal. He explained that the proposal had not yet been the subject of consultation with staff, but added that if the framework was approved then detailed consultation would commence. Consultation would involve individuals, managers and teams. An appeals procedure would also be established. If implemented the framework would come into effect from 1st April 2008 and would provide a fresh start as it provided a completely different approach. There would be no issue of back-pay prior to the implementation of the framework.

The Principal recommended that, subject to a caveat of affordability, the Committee support the proposal as it offered gains for the majority of staff.

The Deputy Principal estimated that implementing the framework would cost in the region of £30,000 for the current financial year. Many staff would gain an increment when allocated a pay spine.

The Deputy Principal also recommended moving all cross-college staff to 28 days annual leave per year, whilst acknowledging that this might create operational issues.

Members noted that it should be feasible to confirm the affordability of the proposal within the next few weeks. They welcomed the proposal and congratulated the Deputy Principal and Personnel Manager on devising a solution to the current situation. They supported the opportunity for internal progression that the framework would offer and that incremental movement would be tied to performance management.

The Committee **recommended** to the Governing Body that:

- (a) the proposed pay framework for cross-college staff be approved subject to confirmation of affordability to be implemented under Chair's action; and that
- (b) the increase in annual leave be approved.

Govs Mar '08

Signed: (Chair)

Date:

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