

Minutes of the Meeting Held on 12 December
2006 at 2.00 pm in the Chairman's Office
Beckford Street, Hamilton



Present:	Mr PK Corsar	Chairman - NHS Lanarkshire - In the Chair
	Mr J Anning	Non Executive Member – NHS Lanarkshire
	Mr T Currie	Non Executive Member – NHS Lanarkshire
	Mrs N Mahal	Non Executive Member – NHS Lanarkshire
In Attendance:	Mr G Walker	Director of Human Resources – NHS Lanarkshire

1. APOLOGIES

There were no apologies.

2. MINUTES OF PREVIOUS MEETING

The minutes of the meeting held on 20 September 2006 were approved.

3. MATTERS ARISING

The Director of Human Resources referred to the previous report on Discretionary Points. One (1) Point recommended by a Decision Making Group had been held pending the clarification of personal circumstances. The position had now been clarified and the point would be awarded. The Director of Human Resources would bring a report to the next meeting of the Committee.

4. DISCRETIONARY POINTS

The Committee approved the report from the Director of Human Resources on the Application of Optional Points to Staff Grades from the former Primary Care Trust for the year 2004/2005.

5. PERFORMANCE ASSESSMENT FOR 2005/2006

The Committee received the report from the Director of Organisational Development on the Performance Assessments for those subject to Executive and Senior Managers Pay (excluding the Executive Cohort). Following discussion the Committee agreed to ask the Director of Organisational Development to produce further detail around context including his views on consistency, diversity, patterns and so forth. A short meeting of the Committee would be called in January 2007 to discuss this report.

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6. *HDL (2006) 59 – PAY & CONDITIONS OF SERVICE - EXECUTIVE, SENIOR MANAGER & TRANSITIONAL GRADES*

The Committee noted the report from the Director of Human Resources on the implementation of NHS Circular HDL (2006) 59 and the timescale for implementation set out therein. The Committee agreed that a further meeting would be held probably in March 2007 to receive the recommendations from the Director of Human Resources on the pay implications as at 1 October 2005. It was also expected that a report would be received on the pay implications with effect from 1 October 2006.

7. *POLICY ON GRADING OF POSTS*

The Committee approved the updated policy on Grading of Posts.

8. *CORPORATE OBJECTIVES – MID YEAR REVIEW 2006/2007*

The Committee received a report from the Director of Organisational Development on the Mid Term Review. Following discussion, the Committee agreed that it would be appropriate to receive a report on the position with Executive Directors Objectives at the Mid Year. It was agreed that the Director of Organisational Development would be requested to produce such a report for discussion at the meeting suggested under Item 5.

9. *EXECUTIVE STRUCTURE.*

The Committee considered a paper from the Director of Human Resources and associated papers in relation to this matter. Following detailed discussions the Committee agreed to approve a change in role at Director level and to approve the request from the Director of Modernisation for Voluntary Early Retirement with Employer's consent.

10. *AOCB*

There was no other competent business.

11. *DATE & TIME OF NEXT MEETING*

An informal meeting would be arranged in January 2007 to consider two further reports from the Director of Organisational Development.

13 December 2006