

**Minutes of the Management Board meeting  
held on Thursday 20 September 2012**

**Those present:** Robert Rogers (Clerk and Chief Executive) (Chairman)  
David Natzler (Clerk Assistant and Director General of Chamber and Committee Services)  
John Borley CB (Director General of Facilities)  
John Pullinger (Director General of Information Services)  
Andrew Walker (Director General of HR and Change)  
Myfanwy Barrett (Director of Finance)  
Joan Miller (Director of PICT, external member)  
Alex Jablonowski (external member)  
Barbara Scott (external member)

**In attendance:** Matthew Hamlyn (Board Secretary)  
Ben Williams (Assistant Secretary)  
David Scullion (HRPPP Project Manager)  
Reg Perry (Head of Employee Relations)

**1. HRPPP**

- 1.1. **Andrew Walker** introduced the paper. The staff survey had highlighted concerns about inequalities in reward, but also about significant concerns about HRPPP; there was a large degree of uncertainty and a lack of clarity about the proposals. Staff were suspicious about the Management Board's intentions. The Board therefore needed to think about how it would engage with staff between now and the decision meeting in November.
- 1.2. Since the last meeting the programme board had received more data which covered the summer recess period. This had not changed the overall picture greatly: there was still a significant amount of variation in hours worked, including amongst people in the same team. This was one of the main causes of the resentment among staff that the project was trying to address - that some people were perceived to have privileges that others did not enjoy. The programme board had also been developing policy options to implement possible solutions. The programme board had not developed a partial solution as it did not believe it was possible to address the problems that had been identified by implementing a system that only affected certain parts of the organisation.
- 1.3. **David Scullion** added that his programme team had done a lot of engagement with staff on HRPPP. While there was a good deal of concern among some staff about the proposals, there was also a large amount of support from staff who saw this work as long overdue.
- 1.4. **Reg Perry** reminded the Board that the decision taken on HRPPP would have an impact on other areas, including future pay arrangements.
- 1.5. The Board considered the paper.

1.6. The Board agreed to meet to make a final decision on HRPPP in November.

1.7. The **Board** agreed that a message would be sent to all staff about the outcome of this meeting. The main messages would be:

- The Board has looked at the new information that had been gathered by the project team.
- The Board would be making a final decision in November.
- The Board was still committed to the original principles and objectives that underpinned the HRPPP programme; these would guide the Board as it made its final decision.
- Staff would be encouraged to contact the programme team, or their local HRPPP representative, if they wanted more information or wished to comment further.

This message would be agreed by the Board before it was circulated. The Board agreed that the programme team would engage with senior leaders on the practical impacts on their business areas of the proposals; this input would help inform decision-making by the Management Board.

[adjourned at 11:38 am

**Matthew Hamlyn**  
Secretary

**Robert Rogers**  
Chairman

September 2012