



Personnel Committee
Thursday 15 September 2022 at 10:30am

Sir Henry Royce Room, First Floor
Council House,
Corporation Street, Derby DE1 2FS

Members: Councillor A Holmes (Chair); Councillors Carr, Jennings, Potter, Swan, Rawson, Bonser, Skelton, and Evans

Agenda

1. Apologies
2. Late items to be introduced by the Chair
3. Declarations of Interest **Guidance attached**
Members are invited to declare any interests they have in the business on the agenda, including:
 - *disclosable pecuniary interests; and*
 - *whether the Group Whip has been applied in respect of any of the matters under consideration.*
4. Minutes of the meeting held on 23 June 2022 **Attached**
5. Changes to Disciplinary and Dismissals Policy **Attached**
6. Changes to Attendance Management Policy **Attached**
7. Occupational Health and Wellbeing **Attached**
8. The Apprenticeship Programme Update **Attached**



DECLARING INTERESTS – QUESTIONS TO ASK YOURSELF

What matters are being discussed?

**DPI**

Does the business relate to or is it likely to affect a disclosable pecuniary interest (DPI)? This will include the interests of yourself or your partner:

- any employment, office, trade, profession or vocation that they carry on for profit or gain
- any sponsorship they receive including any expenses as a Councillor, election expenses, including any expenses from a Trade Union
- any contracts made between the Council and them
- any beneficial interest they have in land in Derby
- any land licence or tenancy they have in Derby
- any current contract leases or tenancies between the Council and them
- any organisation which has land or a place of business in Derby and in which they have a relevant interest in its shares or its securities

No Yes →



Declare interest and leave (or obtain a dispensation)

Private Interest

Does the business affect the well-being or financial position of (or relate to the approval, consent, licence or permission) for:

- Any member of your family or
- Any person with whom you have a close association; or
- Any organisation of which you are a member or are involved in its management (whether or not appointed to that body by the Council). This would include membership of a governing body or trustee of a charity

Yes

No → You can speak and vote



Will it confer an advantage or disadvantage on your family, close associate or an organisation where you have a private interest more than it affects other people living or working in the ward?

Yes

No → Declare the interest and speak and vote



Speak to the Monitoring Officer prior to the meeting to avoid risk of allegations of corruption or bias

Cabinet Members - Where an executive member may discharge a function alone and becomes aware of a pecuniary interest in a matter being dealt with or to be dealt with by them, the executive member must notify the Monitoring Officer of the interest and must not take any steps or further steps in the matter.

Overview and Scrutiny (O&S) Board Members - You have an interest if any business before an O&S Board relates to a decision made (whether implemented or not) or action taken by the executive or another of the authority's committees; and at the time the decision was made or action was taken, you were a member of the executive or committee and you were present when that decision was made or action was taken. You may attend the meeting for the purpose of answering questions or giving evidence relating to the business and you must leave the room where the meeting is held immediately after making representations, answering questions or giving evidence.