

Time began:10.00am
Time ended: 10.30am

**Personnel Committee
16 June 2015**

Present Councillor Barker (Chair),
Councillors Hickson, MacDonald and Raju

01/15 Apologies

Apologies for absence were received from Councillors Carr, Redfern and Tittley.

02/15 Late items to be introduced by the Chair

There were no late items.

03/15 Declarations of Interest

There were no declarations of interest.

**04/15 Minutes from the previous meetings of 18 March
and 26 March 2015**

The minutes of the meetings held on 18 March and 26 March 2015 were agreed as a correct record and signed by the Chair.

05/15 Update of staffing implications of 2015/16 MTFP

The Committee received a report of the Director of Legal and Democratic Services that provided an update of the staffing implications of the budget for 2015/16, and noted that the formal trade union consultation process had been concluded.

It was reported that regular corporate Trade Union budget consultation meetings have been held to help to ensure that the Council meets its statutory obligations. It was noted that Trade Union budget consultation meetings have been held since 27 November 2014 and the corporate consultation has now concluded. Local consultation on directorate restructure proposals to deliver staffing savings have been held throughout.

It was reported that as the local consultation on the restructure proposals has progressed, voluntary redundancy requests have been considered, and where appropriate, approved. As at 31 May 2015, 70 employees have left the Council by reason of voluntary redundancy. The Council will continue to make employees aware of the standard Voluntary Redundancy scheme, and would continue to try to maximise opportunities for voluntary redundancy where possible.

Members noted that following appropriate consultation, a number of employees were now at risk of compulsory redundancy. As at 20 May 2015, the anticipated number of staff who may be dismissed by reason of redundancy was 123. Twelve employees

have already left the Council by reason of redundancy. Redundancy dismissals are made in accordance with the existing Consultation, Restructuring and Redundancy Policy. Officers confirmed that they would continue to make all efforts to find suitable alternative employment for those staff at risk of compulsory redundancy.

Resolved to note the report and that the formal trade union consultation process has concluded.

06/15 Exclusion of Press and Public

Resolved that under Section 100(A) of the Local Government Act 1972, the press and public be excluded from the meeting during discussion of the following item on the grounds that it involved the likely disclosure of exempt information as defined in paragraph 4 of Part 1 of Schedule 12A of the Act and that the public interest in maintaining the exemption outweighed the public interest in disclosing this information.

07/15 Pay and Review Project Update

The Committee received a report of the Director of Legal and Democratic Services and Interim Director of HR on the Pay and Review Project Update. The report provided the Committee with an update on the Pay and Reward Project.

Resolved to note the contents of the reports and its appendices.

08/14 Pay and Review Project – Consultation and Negotiation

The Committee received a report of the Director of Legal and Democratic Services & Monitoring Officer and Interim Director of HR on the Pay and Review Project – Consultation and Negotiation.

Resolved:

- 1. that the Council directs serious effort and reasonable expenditure towards obtaining the best joint agreement possible;**
- 2. that Elected Members and officers reinforce the message with the Trade Unions that the Council wants a joint agreement and want to avoid individual agreements and/or dismissal and re-engagement.**
- 3. To note the areas to be changed if the Project Team was required to bring Schools terms and conditions in line with those for Council employees;**
- 4. To consider the option of backdating the introduction of Minimum Earnings level in Schools to support the achievement of a joint agreement;**

- 5. To consider the involvement of the Unions in job evaluation to support the achievement of a joint agreement;**
- 6. To give the negotiating team full flexibility and discretion on other items which could be used in support of obtaining a joint agreement.**

MINUTES END