

Time began: 10.30am
Time ended: 11.05am

**Personnel Committee
3 December 2015**

Present Councillor Raju (Chair)
Councillors Carr, Hezelgrave and MacDonald

56/15 Apologies

Apologies for absence were received from Councillor Barker, Hickson and Tittley.

57/15 Late Items to be Introduced by the Chair

There were no late items.

58/15 Declarations of Interest

There were no declarations of interest.

59/15 Minutes of the Meetings held on 5 November 2015

The minutes of the meetings held on 5 November 2015 were confirmed as a correct record.

60/15 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 paragraphs 1, 2 and 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.

61/15 Voluntary Redundancy (VR) and Returners

The Committee considered a report which stated that previously the Committee had considered information on people who had left on VR and had returned to the Council's employment. Following on from that, this report provided monitoring information on further occurrences where this had happened.

The report identified two people who left Derby City Council since 1 October 2014 on VR and had subsequently been re-employed between 1 October 2014 and 30 September 2015.

The Committee confirmed that they wanted to continue to receive this information on an annual basis.

Resolved to note the report and continue to receive the report annually.

62/15 Budget 2016/17 and Trade Union Consultation

The Committee considered a report which confirmed that staff savings were highly likely to be required to be delivered for 2016/17 and gave details for the process for managing any potential compulsory redundancies that might be necessary following a period of consultation.

A proportion of the budget proposals for 2016/17 were anticipated to have staffing reduction implications.

Directorates were developing their restructure proposals to deliver staffing savings and it was noted that the initial details of the directorate-specific proposals were shared with the Trade Unions on 2 December 2015. Local consultation would also take place on each service-specific restructure proposal.

In line with the Council's approach to previous consultation on the budget, regular corporate Trade Union budget consultation meetings would be set up to help to ensure that the Council meets its statutory consultation obligations. The Council would consult with the Trade Unions about the budget proposals for 2016/17.

At the Trade Union budget consultation meeting on 2 December 2015, the Trade Unions were formally notified of any FTE reduction which may be required by 30 September 2016 to balance the 2016/17 budget. A Section 188 letter was also issued to the Trade Unions to open consultation over possible dismissals on the grounds of redundancy, and to enable the Council to actively seek applications for voluntary redundancy in order to mitigate potential compulsory redundancies.

Any redundancy dismissals that might be necessary following the appropriate period of consultation would be made in accordance with the Consultation, Restructuring and Redundancy Policy and guidance. The guidance continued to be updated to take into account good practice and legislative requirements.

The Council's standard Voluntary Redundancy scheme was available for employees to apply. The Council would continue to make employees aware of the standard Voluntary Redundancy scheme, and would continue to try to maximise opportunities for voluntary redundancy where possible.

Resolved

- 1. To note that the Council notified the Trade Unions on 2 December 2015 of the proposed FTE reductions that would be required by 30 September 2016 to balance the budget.**

- 2. To note the established dismissals process for any compulsory redundancies arising out of a restructure process covered under collective consultation which was detailed in the Council's Consultation, Restructuring and Redundancies policy and guidance.**

54/15 Pay and Review Project Update

The Committee considered a report of the Director of Governance and Monitoring Officer on the Pay and Reward Project Update. The report also requested ratification of the Protection of Earnings (POE) and Appeals Policy required to support the introduction of Job Evaluation.

Position update to be circulated to Committee Members just before the Christmas break.

Resolved

- 1. To note the report.**
- 2. To ratify the Protection of Earnings Policy and the Appeals Policy.**
- 3. To request a position update be sent to members of the Committee just before the Christmas break.**

MINUTES END