

Time began: 4.04pm
Time ended: 4.57pm

**PERSONNEL COMMITTEE
9 JANUARY 2013**

Present Councillor Roberts (Chair),
Councillors Carr, Jennings, Russell and Tittley

In attendance Councillor Bayliss

28/12 Apologies

Apologies for absence were received from Councillors Barker, Jackson, Jones and Redfern.

29/12 Late items to be introduced by the Chair

There were none.

30/12 Declarations of Interest

There were none.

31/12 Minutes of the meeting held on 26 September 2012

The minutes were agreed as a correct record and signed by the Chair.

32/12 Update from the Chair

The Chair invited the Pay and Reward Strategy Project Manager to update the committee on the project's progress.

The project manager reported that the Pay and Reward pilot exercise had been completed and that the utilisation of an expert panel had proved to be very effective. Areas to tweak had been highlighted including some modest adaptations to the employee questionnaire. It was reported that there had been no slippage in terms of timescales and that even with the implementation of the tweaks required the project remained on track.

Members welcomed the news that the project remained on track and highlighted the necessity for that position to be retained.

Resolved to note the update.

33/12 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.

34/12 Update on Enhanced Voluntary Redundancy Programme and Process for Dealing with Dismissals

The committee was updated on the voluntary redundancy (VR) process by the Director of Human Resources and Business Support. It was reported that 503 intentions to take VR had been put forward, equating to 397 full-time equivalents (FTE). Requests from 208 individuals had been accepted, equating to 162.5 FTEs. Following questions from members, the director confirmed that those requests rejected were on service grounds but that the 41 per cent approval rate was better than in previous years.

The director detailed the employee appeals process that would be likely to be required as a result of compulsory redundancies now required. The committee agreed that steps needed to be taken to ensure the 15 members of the Taxi Licensing and Appeals Committee, including a chair and four vice chairs, did not face unreasonable pressure in dealing with the appeals. It was proposed by the Chair that the numbers of members equipped to hear employee appeals should be doubled.

Resolved to:

- 1) delegate authority to the Director of Human Resources and Business Support, following consultation with the Chair, to bring proposals to Council enabling an enhanced membership of the Employee Appeals Sub Committee; and**
- 2) request that an update report be provided before the committee at its meeting on Wednesday 6 March.**

MINUTES END