

# ITEM 4

Time began: 10.31 am  
Time ended: 11.28 am

## **Personnel Committee 26 February 2016**

Present                      Councillor Redfern (Chair)  
                                    Councillors MacDonald and Tittley

In attendance              Councillor Hezelgrave  
                                    Janie Berry, David Cox,

### **79/15        Apologies**

An apology for absence was received from Councillors Barker, Carr, Hickson and Raju

### **80/15        Late Items to be Introduced by the Chair**

There were no late items.

### **81/15        Declarations of Interest**

There were no formal declarations of interest but it was noted that Janie Berry, Director of Governance and Monitoring Officer was the Acting Chair of Governors at Osmaston Primary School.

### **82/15        Minutes of the Meeting held on 11 February                  2016**

The minutes of the meetings held on 14 January 2016 were confirmed as a correct record.

**It was resolved to agree to receive a report on the HR restructure to a forthcoming meeting of the Personnel Committee.**

### **83/15        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.**

### **84/15        Pay and Review Project**

The Committee considered a report of the Director of Governance and Monitoring Officer on the Pay and Reward Project.

## **Resolved**

- 1. To proceed with a dismissals and offer of re-engagement process for those employees not individually accepting the revised terms and conditions;**
- 2. To amend the appeals process in respect of the dismissal and offer of re-engagement exercise to introduce changes to terms and conditions and the results of Hay Group Job Evaluation process; and**
- 3. To use the proposed amended appeals process for all impacted schools and councilstaff appeals (excluding the two Faith Schools)for the purposes of the dismissal and offer of re-engagement exercise.**

MINUTES END