

# ITEM 4

Time commenced – 6:00 pm  
Time finished – 7.50 pm

## **PERSONNEL COMMITTEE 14 OCTOBER 2008**

Present: Councillor Rawson (Chair)  
Councillors Berry, Carr, Grimadell, Jones and Roberts

### **08/08 Apologies**

Apologies for absence were received from Councillors Hird and Redfern.

### **09/08 Late Items Introduced by the Chair**

There were no late items.

### **10/08 Declarations of Interest**

There were no declarations of interest.

### **11/08 Terms of Reference**

The Committee considered a report from the Corporate Director of Corporate and Adult Services detailing the position of the Personnel Committee in the policy development process.

#### **Resolved**

- 1. To agree that the consultation process outlined in Figure 1 of Appendix 2 of the report is followed, for minor policy changes to existing policies which do not involve fundamental changes to the underlying principles of the policy.**
- 2. To agree that the consultation process outlined in figure 2 of the report is followed for new policies or changes to existing policies which involve changes to underlying principles of the policy.**
- 3. To agree that decision regarding which process to follow with regard to policy changes should be made by the Assistant Director – Human Resources, in consultation with the appropriate Corporate HR Adviser.**

## 12/08 Travel Plan Project

The Committee considered a report from the Corporate Director of Corporate and Adult Services providing details of progress made with the travel plan project since the last meeting of the Personnel Committee.

### **Resolved**

- 1. To note the progress made since the last report.**
- 2. To request a further update to the next meeting of the Committee.**

## 13/08 Principles of Revised Attendance Management Policy

The Committee considered a report from the Corporate Director of Corporate and Adult Services detailing a proposed single attendance management policy which was intended to replace the existing Attendance management Policy, Ill Health Procedure and Sick Pay and Sick Leave Policy.

### **Resolved to approve the key principles of a revised Attendance Management Policy.**

## 14/08 Workforce Planning Policy for Adult Social Care

The Committee considered a report from the Director for Corporate and Adult Services detailing a proposed Workforce Planning Policy for Adult Social Care which was attached at appendix 2 of the report.

The adoption of the Policy would enable a uniform approach in Adult Social Care and would give clarity to manager in Adult Social Care about how they should respond to requests to work beyond the age of 65. It would also put in place a policy framework for elected members hearing appeals against retirement.

The Committee was advised that the European Court of Justice (ECJ) was currently considering an appeal on the legality of a default retirement age of 65 in the UK. The Advocate General had given advice that the UK's default retirement age of 65 did not contravene the Directive. In the majority of cases, the ECJ followed the Advocate General's opinion. Once the ECJ had made its decision (which would not be until the end of this year), the matter could still be referred back to the domestic court for a ruling as to the justification for the default retirement age.

**Resolved to defer consideration of this matter until the European Court of Justice had made its decision. Once this decision was known the Committee asked that a revised policy be brought to the Committee for its consideration.**

## **15/08 Occupational Health Services Options**

The Committee considered a report from the Corporate Director of Corporate and Adult Services which sought the Committee's view on the future of the council's occupational health service. The Committee received a presentation from Barbara Rusk – HR Consultant on the key strands of the service, and recommendations which were to consider outsourcing the service including investigating the viability of partnership arrangements.

### **Resolved**

- 1. To ask the Corporate Director of Corporate and Adult Services to investigate whether it would be possible to recruit a Council employed Occupational Health Manager/Professional and report the outcome of this to the Committee at a future meeting.**
- 2. To request the Corporate Director of Corporate and Adult Services explore the option of partnership arrangements more fully including costs, and report the findings of this to the Committee at a future meeting.**

## **16/08 Review of the Council's Settling Disputes Procedure**

The Committee considered a report from the Corporate Director of Corporate and Adult Services detailing the outcome of the review of the 'Settling Disputes Procedure' which was attached at Appendix 3 of the report.

### **Resolved**

- 1. To note the outcome of the review of the 'Settling Disputes Procedure'.**
- 2. To agree that the procedure should not include a commitment to maintaining the status quo when a dispute arises.**
- 3. To agree that the procedure should be amended to remove Stage three the referral to the East Midlands Regional Joint Council and that this decision should be discussed with the trade unions.**

## 17/08 Local Employment Partnership Agreement

The Committee considered a report from the Corporate Director of Corporate and Adult Services detailing a proposal that the Council enter into a Local Employment Partnership Agreement with Jobcentre Plus.

**Resolved to agree that the Council enters into a Local Employment Partnerships Agreement with Jobcentre Plus.**

## 18/08 Employee Assistance Programme

The Committee received a copy of a leaflet on the new Employee Assistance Programme that would be distributed to all staff with their next payslip.

**Resolved to note the services contained in the new Employee Assistant Programme.**

## 19/08 Exclusion of Press and Public

To consider a resolution to exclude the present public during consideration on the following item:

“That under section 100(A) of the Local Government Act 1972, the present public be excluded from the meeting during discussion of the following item on the grounds that they involve 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 outweighs the public interest in disclosing the information.”

## 20/08 Pay Review Update

The Committee considered a report providing an update on the Pay Review.

**Resolved**

- 1. To ask the Corporate Director of Corporate and Adult Services to set up a meeting for members of the committee at which a presentation would be made on pay modelling, to explain how the link pay modeller worked.**
- 2. To note the report and to ask for a further update at a future meeting.**

MINUTES END