

Time began: 6.00pm
Time ended: 6.55pm

**PERSONNEL COMMITTEE
10 JULY 2012**

Present Councillors Barker, Carr, Jackson, Jennings, Jones, Redfern,
Roberts and Russell

01/12 Appointment of Chair for 2012/13 municipal year

It was moved by Councillor Redfern and seconded that Councillor Roberts be appointed Chair for 2012/13. The motion was put to the vote and carried.

Resolved to appoint Councillor Roberts as Chair of the Personnel Committee for the 2012/13 municipal year.

02/12 Appointment of Vice Chair for 2012/13 municipal year

It was moved by Councillor Russell and seconded that Councillor Tittley be appointed Vice Chair for 2012/13. The motion was put to the vote and carried.

Resolved to appoint Councillor Tittley as Vice Chair of the Personnel Committee for the 2012/13 municipal year.

03/12 Apologies

Apologies for absence were received from Councillor Tittley.

04/12 Declarations of Interest

There were no declarations.

05/12 Meetings Schedule 2012-13

A report of the Strategic Director of Resources detailing proposed meeting dates for 2012-13 was presented. Suggested amendments were put by members and the Director of HR and Business Support.

Resolved to agree the following meeting dates for the remainder of the 2012-13 municipal year:

Personnel Committee

- **Wednesday 26 September 2012**
- **Wednesday 14 November 2012**
- **Wednesday 23 January 2013**
- **Wednesday 6 March 2013**
- **Wednesday 8 May 2013**

Corporate Joint Committee

- **Thursday 13 September 2012**
- **Thursday 29 November 2012**
- **Thursday 17 January 2013**
- **Thursday 14 March 2013**

06/12 Employee Appeals

A report of the Strategic Director of Resources proposing changes to the Appeals Policy was considered. The policy included changes arising from the Council decision on 23 May 2012 to reinstate an Employee Appeals Sub Committee. Following discussions with the Cabinet Member for Business, Finance and Democracy, it was recommended that the policy enabled the sub-committee to consider:

- Appeals from employees, except the Chief Executive, against dismissal as an outcome of disciplinary or management attendance procedures
- Appeals against dismissal on the grounds of redundancy in individual situations that are not covered under collective consultation (as part of the Section 188 process)
- Regrading appeals
- Final stage hearings under the grievance procedure.

It was explained by the Director of HR and Business Support that the policy included provision that the Personnel Committee would agree appropriate arrangements for appeals relating to dismissals on the grounds of redundancy where these were part of a collective redundancy.

Resolved to:

- 1) Agree the Appeals Policy and**
- 2) Progress the Appeals Policy to Corporate Joint Committee for ratification.**

07/12 Pay and Reward Project Update and Proposed Governance Arrangements

A report of the Strategic Director of Resources was considered. The report detailed the commitment to implement a new pay and grading structure based on the principles of equal pay for work of equal value consistent with guidance produced by the Equality and Human Rights Commission (EHRC).

Governance arrangements to achieve this were explained, including the creation of the Strategy Project Board to provide overall strategic direction on the Pay and Reward Strategy. It was proposed that the board be a working group of the Personnel Committee, with the membership including three members of the Personnel Committee, one member of each political group. It was further proposed that one of the three members nominated to sit on the Strategy Project Board would sit on the Operational Project Board. The Operational Project Board would oversee operational delivery of the project, manage risks and resolve any issues.

Resolved to:

- 1) Approve the governance structures and terms of reference for the Pay and Reward Project**
- 2) Appoint Councillors Barker, Carr and Roberts to the Strategy Project Board**
- 3) Appoint Councillor Roberts to the Operational Project Board.**

08/12 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 3 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.

09/12 Organisational restructuring

Resolved to approve the establishment of posts within the Better Ways of Working Team and Looked After Children Exit Team.

MINUTES END