

Minutes of Personnel Committee

Meeting Date: Wednesday, 16 November 2011, starting at 6.30pm
Present: Councillor D T Smith (Chairman)

Councillors:

P Ainsworth	B Hilton
S Brunskill	D Taylor
P Dowson	A Yearling
T Hill	

In attendance: Chief Executive, Head of HR and Personnel Officer x 2.

471 APOLOGIES

Apologies for absence from the meeting were submitted on behalf of Councillor R Elms.

472 MINUTES

The minutes of the meeting held on 7 September 2011 were approved as a correct record and signed by the Chairman.

473 DECLARATIONS OF INTEREST

There were no declarations of interest.

474 PUBLIC PARTICIPATION

There was no public participation.

475 NORTH WEST EMPLOYERS' ORGANISATION ANNUAL HEALTH AND WELLBEING SURVEY

Consideration was given to the written report of the Personnel Officer which provided Members with information relating to the management of attendance and health and wellbeing across the region. Additional information had become available from the Chartered Institute of Personnel and Development which supported the data contained in the report and put the authority's performance figures into perspective.

RESOLVED: That Committee note the report.

476 LOCAL GOVERNMENT PENSION SCHEME (LGPS) CONSULTATION VERBAL REPORT OF CHIEF EXECUTIVE

The Chief Executive provided Members with information relating to the proposed changes to the Local Government Pension Scheme. He explained the basis of the Hutton Report on which the review of pensions had been based and also

some of the differences in the way public sector and Local Government pension schemes were funded. He advised Members that two options were available which involved changes to employee contributions and alternative accrual rates.

Members were also updated on the planned national day of action by the Unions and the management action plan which had been put in place to protect essential services and to minimise disruption to other services.

RESOLVED: That Committee note the report.

477 EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That by virtue of the fact that the following item of business be an Exempt Information Under Categories 1 and 4 of Schedule 12A of the Local Government Act 1972, the press and public be now excluded from the meeting.

478 REPORTS FROM OUTSIDE BODIES

There were no reports from outside bodies.

479 UPDATE ON COUNCIL RESTRUCTURE

Consideration was given to the written report of the Chief Executive which outlined the proposed changes to the Council's staffing structure and other items identified to deliver the significant financial savings required in the Council's base budget. The Head of HR confirmed that staff were aware of the proposals and although there were still some concerns amongst staff every effort would be made to redeploy staff who were at risk wherever possible. The Chairman praised the efforts of those involved in consulting with staff and unions.

RESOLVED: That Committee receive the report.

480 CONSULTATION ON NATIONAL PAY NEGOTIATIONS 2012

The Head of HR presented her written report, the purpose of which was to seek Member views on developing the employers position in respect of national pay negotiations for 2012. She explained the process behind the national negotiations and the claims that were expected from the Unions. The Chief Executive explained the potential future implications for continued pay freezes and the Council's financial position in the event a national pay award was agreed.

Following discussion the Chairman and the Head of HR collated the views of Members to take forward to the Local Government Pay Consultation meeting on 21 November 2011.

RESOLVED: That Committee note the report.

481 UPDATE ON QUALIFICATION TRAINING

The Personnel Officer provided Members with information on members of staff currently undertaking training courses, which would lead to a recognised qualification, via her written report. It was noted that following the successful completion of qualifications by a number of staff at the end of the last academic year, there were now only a small number of staff undertaking a formal qualification. For the benefit of newer Members she explained the operation of training contracts and the schedule of repayments to the Council should an employee leave the authority within 2 years of completion of their qualification.

RESOLVED: That Committee note the report.

482 TRAINING REPORT

Consideration was given to the written report of the Personnel Officer which provided details of training courses attended by Members and staff since the last meeting. Particular attention was drawn to the successful completion of NVQ Level 3 in Business Administration by the three modern apprentices prior to completion of their contracts at the end of October.

Special mention was given to the Senior Auditor who had won a prize from the Chartered Institute of Public Finance and Accountancy for achieving the highest exam score in the North West for her Financial Management Case Study paper.

RESOLVED: That Committee

1. receive the report; and
2. a letter of congratulations be sent to the Senior Auditor.

483 APPOINTMENTS AND RESIGNATIONS

The Personnel Officer updated Members on staff movements since the last meeting by way of her written report. She confirmed that no appointments had been made and that four members of staff had left the authority, three of whom were the modern apprentices at the end of their fixed term contracts, also a member of Community Services Department where external funding for a fixed term contract had ceased.

RESOLVED: That Committee receive the report.

The meeting closed at 7.40pm.

If you have any queries on these minutes please contact Marshal Scott (414400).