

Minutes of Personnel Committee

Meeting Date: Wednesday, 14 March 2018 starting at 6.30pm
Present: Councillor S Atkinson (Chairman)

Councillors:

P Ainsworth	D T Smith
P Dobson	D Taylor
R Elms	J White
S Hore	

In attendance: Chief Executive, Head of HR.

Also in attendance: Councillor N Walsh.

659 APOLOGIES

Apologies for absence from the meeting were submitted on behalf of Councillor A Knox.

660 MINUTES

The minutes of the meeting held on 30 January 2018 were approved as a correct record and signed by the Chairman.

The Head of HR updated Members on Minute 563 with regard to national pay negotiations. UNISON had conducted a national ballot with options of acceptance of the national pay offer, or rejection including an agreement that industrial action may be taken. The result was awaited. The Head of HR advised Members that, in the event that action were taken, the Council have processes in place to provide for delivery of services.

661 DECLARATIONS OF PECUNIARY AND NON-PECUNIARY INTEREST

There were no declarations of pecuniary and non-pecuniary interest.

662 PUBLIC PARTICIPATION

There was no public participation.

663 REPORTS FROM REPRESENTATIVES ON OUTSIDE BODIES

There were no reports from Representatives on Outside Bodies.

664 EQUALITIES ACT 2010 – WORKFORCE DATA 2017

The Director of Resources submitted a report supported by the Workforce Profile for 31 March 2017. The Head of HR updated Members on the workforce data to be published in compliance with the Equalities Act 2010. She reminded Members that this was part of the public sector equality duty, which made it unlawful to discriminate against individuals because of any of the 9 protected characteristics. Members were guided through the analysis, and it was noted that the authority had a duty to publish the information in a way that was accessible to the public.

RESOLVED: That the report be noted.

665 GENDER PAY GAP REPORTING

The Director of Resources submitted a report informing Members of the statutory requirements for gender pay gap reporting, and the responsibilities of the Council in this respect. Public authorities were required to publish gender pay gap data, if the authority had 250 more employees on 31 March in any given year.

The Head of HR explained the data that needed to be published where applicable. She further explained that, as at 31 March 2017, the Council headcount was 240, and that therefore no current report was required.

RESOLVED: That the report be noted.

666 EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That by virtue of the fact that the following items of business by exempt information under Category 1 of Schedule 12A of the Local Government Act 1972, the press and public be now excluded from the meeting.

667 APPOINTMENTS AND RESIGNATIONS

The Director of Resources submitted a report informing Members of appointments and resignations that had taken place since the last meeting. Attention was drawn to the appointment process, including review of posts which became vacant by the Head of Service and CMT.

RESOLVED: That Committee note and approve the decisions taken by CMT as outlined in the report.

668 UPDATE ON THE APPOINTMENT OF DIRECTOR OF ECONOMIC DEVELOPMENT AND PLANNING

The Chief Executive submitted a report updating Members on the progress of the appointment to the post of Director of Economic Development and Planning. The appointed Sub-Committee had approved a timetable, and advertising of the post had commenced. The Head of HR advised Members of the proposed timetable for long listing and shortlisting of candidates, and for the interview process.

RESOLVED: That the report be noted.

669 TRAINING REPORT

The Director of Resources submitted a report, providing details of training courses approved since the last report. The Head of HR drew attention to certain aspects of the training that had been undertaken by some Members and staff.

RESOLVED: That the report be noted.

The meeting closed at 6.47pm.

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