

PERSONNEL COMMITTEE

4.30 P.M.

10TH APRIL 2012

PRESENT:- Councillors Paul Gardner (Chairman), Alycia James (Vice-Chairman), Jonathan Dixon, Ceri Mumford (substitute for Melanie Forrest), Sylvia Rogerson and David Smith

Apologies for Absence:-

Councillor Melanie Forrest

Officers in attendance:-

Mark Davies	Head of Environmental Services
Stuart Hampson	Human Resources Manager
Peter Baines	Senior Democratic Support Officer

49 DECLARATIONS OF INTEREST

Councillor Smith declared a personal and prejudicial interest in minute number 53 on the agenda.

The nature of the interest was that he had a close association with the subject of the report.

50 MINUTES OF THE MEETING HELD ON 28TH FEBRUARY, 2012

The minutes of the previous meeting were approved as a correct record.

51 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIRMAN.

There were no items of urgent business.

52 EXCLUSION OF THE PRESS AND PUBLIC

The Chairman advised that, with the agreement of members, this and the following item of business would be brought forward on the agenda to allow the Head of Environmental Services to leave the meeting.

Resolved:

That, in accordance with Section 100A(4) of the Local Government Act, 1972, the press and public be excluded from the meeting for the following item of business, on the grounds that it could involve the possible disclosure of exempt information as defined in paragraph 1 and 2 of Schedule 12A of that Act.

53 REQUEST FOR EARLY RETIREMENT / VOLUNTARY REDUNDANCY (ENVIRONMENTAL SERVICES) (Page 1)

Having declared a personal and prejudicial interest, Councillor Smith withdrew from the room during consideration of this item.

The Head of Environmental Services introduced a request for voluntary redundancy, which had been received in connection with a minor restructure within a section of Environmental Services.

Resolved:

The resolution is set out in a minute exempt from publication by virtue of paragraphs (1) and (2) of Schedule 12A of the Local Government Act 1972.

54 HUMAN RESOURCES POLICY DEVELOPMENT AND REVIEW

At this juncture, members of the press and public were permitted to re-enter the room.

The Chairman introduced a report with proposals to amend and approve a selection of Human Resources policies and procedures.

Members raised a number of concerns, with regard to the Family Leave Scheme and Flexible Retirement Policy, about proposals to replace the option of an appeal to Personnel Committee with an appeal to the Chief Executive.

In the interests of fairness, members held that employees should maintain the right of appeal to the Committee which, it was felt, could be convened within a suitable period of notice to accommodate the appeal process.

Resolved:

- 1) That the amendments to the Family Leave Scheme would not be approved;
- 2) That the revised paragraph 3.5 of the Flexible Retirement Policy be approved, and that paragraphs 4.4-4.6 should be rewritten and submitted to the Joint Consultative Committee for consideration at the June meeting.

It was stipulated that the revised paragraphs must retain the option of an appeal to Personnel Committee.

- 3) That the Social Media Policy was approved.

Chairman

(The meeting ended at 5.00 p.m.)

**Any queries regarding these Minutes, please contact
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By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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