



Committee: PERSONNEL COMMITTEE

Date: TUESDAY, 2ND OCTOBER 2018

Venue: LANCASTER TOWN HALL

Time: 9.00 A.M.

A G E N D A

1. Apologies for absence

2. Declarations of Interest

To receive declarations by Members of interests in respect of items on this Agenda.

Members are reminded that, in accordance with the Localism Act 2011, they are required to declare any disclosable pecuniary interests which have not already been declared in the Council's Register of Interests. (It is a criminal offence not to declare a disclosable pecuniary interest either in the Register or at the meeting).

Whilst not a legal requirement, in accordance with Council Procedure Rule 9 and in the interests of clarity and transparency, Members should declare any disclosable pecuniary interests which they have already declared in the Register, at this point in the meeting.

In accordance with Part B Section 2 of the Code Of Conduct, Members are required to declare the existence and nature of any other interests as defined in paragraphs 8(1) or 9(2) of the Code of Conduct.

3. Items of urgent business authorised by the Chairman

4. Exclusion of the Press and Public

The Committee is recommended to pass the following recommendation in relation to the following item(s): -

"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 2 of Schedule 12A of that Act."

Members are reminded that, whilst the following item has been marked as exempt, it is for the Committee itself to decide whether or not to consider this in private or in public. In making the decision, Members should consider the relevant paragraph of Schedule 12A of the Local Government Act 1972, and also whether the public interest in maintaining the exemption outweighs the public interest in disclosing the information. In considering their discretion Members should also be mindful of the advice of Council Officers.

The Committee will adjourn at this point and convene as an informal Recruitment Panel to facilitate interviews. After interviews have been conducted the Committee will re-convene to consider and make an appointment.

5. **Appointment of Director of Corporate Services**

Note: At this point the press and public will be re-admitted to the meeting.

6. **HR Policy Development and Review** (Pages 1 - 58)

Report of the HR Service Manager.

7. **Appointment to the Joint Consultative Committee on Health and Safety**

To appoint a Member of the Personnel Committee to the Joint Consultative Committee on Health and Safety.

ADMINISTRATIVE ARRANGEMENTS

(i) **Membership**

Councillors Ronnie Kershaw (Chairman), Margaret Pattison (Vice-Chairman), Eileen Blamire, Claire Cozler, Caroline Jackson, Susan Sykes and Phillippa Williamson

(ii) **Substitute Membership**

Councillors Amara Betts-Patel (Substitute), Rebecca Novell (Substitute), Jane Parkinson (Substitute), Sylvia Rogerson (Substitute) and David Whitaker (Substitute)

(iii) **Queries regarding this Agenda**

Please contact Stephen Metcalfe, Democratic Services - telephone 01524 582073, or e-mail sjmetcalfe@lancaster.gov.uk.

(iv) **Changes to Membership, substitutions or apologies**

Please contact Democratic Support, telephone 582170, or alternatively email democraticsupport@lancaster.gov.uk.

SUSAN PARSONAGE,
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