

PERSONNEL COMMITTEE

6.10 P.M.

12TH MARCH 2019

PRESENT:- Councillors Ronnie Kershaw (Chairman), Eileen Blamire, Claire Cozler, Caroline Jackson, Susan Sykes and Phillippa Williamson

Apologies for Absence

Councillor Margaret Pattison

Officers in attendance:-

Dave Rigby

HR Project Manager

Stephen Metcalfe

Principal Democratic Support Officer

67 MINUTES

The Minutes of the meeting held on 24th January 2019 was signed by the Chairman as a correct record.

68 DECLARATIONS OF INTEREST

There were no declarations of interest.

69 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIRMAN

There were no items of urgent business.

70 RESTRUCTURE PROPOSALS: DIRECTORATE FOR COMMUNITIES AND THE ENVIRONMENT

The HR Projects Manager submitted a report that enabled the Committee to note the content of the Cabinet report outlining the proposals for restructure in the Directorate for Communities and the Environment, and also to note the impact on the objectives for the Director and Deputy Director in relation to this. Members had been provided with a copy of the City Council's policy that contained details of decision making regarding minor changes to the City Council's establishment that would be determined by the Chief Executive under the scheme of delegation. It was noted that minor changes were considered to be changes to the establishment which would affect less than 20 employees.

It was moved by Councillor Susan Sykes, seconded by Councillor Claire Cozler and resolved as follows.

Resolved:

That Personnel Committee:

- (1) Notes the content of the Cabinet report relating to the restructure of the Directorate for Communities and the Environment, and
- (2) Note the impact on the specific objective for the Director and Deputy Director.

71 EXCLUSION OF THE PRESS AND PUBLIC

It was moved by Councillor Phillippa Williamson, seconded by Councillor Susan Sykes and resolved as follows.

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 4 of Schedule 12A of that Act.

72 STAFFING INITIATIVES

The HR Projects Manager submitted a report that enabled the Committee to consider and agree a number a number of staffing initiatives, whilst still maintaining high levels of service delivery.

The Committee requested a progress report in 3 months time and a review of those initiatives being taken forward after 12 months.

It was moved by Councillor Phillippa Williamson, seconded by Councillor Susan Sykes and resolved as follows.

Resolved:

That the initiatives, as set out within the report, be approved in principal, subject to consultation with Trade Union colleagues, and any cost related decisions being approved by Cabinet.

At this point the press and public were re-admitted to the meeting.

73 UPDATE ON JOB EVALUATION

The HR Projects Manager provided a verbal update at the meeting.

Resolved:

That the verbal update be noted.

Chairman

(The meeting ended at 7.10 p.m.)

**Any queries regarding these Minutes, please contact
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