

PERSONNEL COMMITTEE

6.10 P.M.

6TH JULY 2020

PRESENT:- Councillors Oliver Robinson (Chair), Phillip Black (Vice-Chair), Caroline Jackson, Erica Lewis, Cary Matthews, Joyce Pritchard (substitute for June Greenwell) and David Whitworth

Apologies for Absence

Councillor June Greenwell

Officers in attendance:-

Kieran Keane	Chief Executive
Jayne Cordley-Williams	Head of Human Resources
Stephen Metcalfe	Principal Democratic Support Officer

10 MINUTES

It was proposed by Councillor David Whitworth, seconded by Councillor Phillip Black and agreed that the minutes of the meeting held on 3rd June 2020 be agreed as a correct record.

It was noted that the minutes would be signed by the Chair when the minute book was available.

11 DECLARATIONS OF INTEREST

There were no declarations of interests.

12 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIR

There were no items of urgent business.

13 COVID-19 CRISIS - STAFF RECOGNITION

The Chief Executive submitted a report that advised that since the start of the Covid crisis Council staff had played a key role in delivering on the Council's three key aims of supporting vulnerable people, supporting businesses and delivering frontline services. In addition, staff had proven to be highly adaptable with over three hundred colleagues having taken up temporary roles to respond to the immediate needs of the community.

For some this had involved maintaining services on the front line for which there had been some modest temporary financial recognition for three months, but that would draw to a close as the Council moved to a new phase and were mindful of the financial demands on the Council.

For the majority of staff, change had meant rapidly adopting to working from home, becoming familiar with new communications technology and adapting to new roles.

It was intended, in particular, to recognise the positive spirit, flexibility and sheer hard work the staff have put in during the last 14 weeks or so.

It was appreciated that it would be complicated and too high a burden to provide some form of financial recognition across the Council's whole staff base. Having taken soundings it was felt that recognition in the form of granting extra leave would be appropriate and envisaged that this gesture would be appreciated by staff.

The proposal was that two extra days' leave be granted, as a discretionary non contractual benefit. This would be pro-rata to regular hours worked and that it could be taken by March 2022, so as not to add to the likely bow wave of leave taking that was likely to emerge in the next few months. In consultation with colleagues it was felt that these absences could be managed operationally over the period.

The report requested approval of a proposal that two extra days' leave be granted, as a discretionary non contractual benefit. This would be pro-rata to regular hours worked and that it would be taken by March 2022.

It was proposed by Councillor Oliver Robinson and seconded by Councillor Phillip Black:-

"That the Committee approves the proposal that three extra days' leave is granted to all staff, as a discretionary non contractual benefit. This would be pro-rata to regular hours worked and that it will be taken by March 2022"

Upon being put to the vote, Members voted in favour of the proposition.

Resolved:

That the Committee approves the proposal that three extra days' leave is granted to all staff, as a discretionary non contractual benefit. This would be pro-rata to regular hours worked and that it will be taken by March 2022.

Chair

(The meeting ended at 6.35 p.m.)

**Any queries regarding these Minutes, please contact
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