

PERSONNEL COMMITTEE

Monday, 23 November 2020 at 12.00 pm

Digital meeting via Microsoft Teams

Held in accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020; and conducted according to the Council's Standing Orders for Remote Meetings and those set out in the Council's Constitution.

Committee Members present: Councillor M. Bird (Chair)
Councillor A. Andrew (Vice-Chair in the Chair)
Councillor N. Gultasib
Councillor A. Harris
Councillor A. Nawaz
Councillor C. Towe (Substitute for Councillor B. Allen)

In attendance: Ms. N. Rickhuss, Human Resources Manager – Strategy
and Planning
Dr P. Fantom, Democratic Services Officer

WELCOME

The Vice-Chair opened the meeting by welcoming everyone, and explaining the rules of procedure and legal context in which the meeting was being held. He also directed the members of the public viewing the meeting to the papers, which could be found on the Council's Committee Management Information system (CMIS) webpage.

Members and officers confirmed that they could both see and hear the proceedings.

Councillor M. Bird joined the meeting following the discussion of item 4 (Minute 121/20 refers) and the Vice-Chair, Councillor A. Andrew, continued to Chair the meeting.

117/20 APOLOGIES

Apologies for absence were received on behalf of Councillors B. Allen and K. Hussain.

118/20 SUBSTITUTIONS

Councillor C. Towe substituted for Councillor B. Allen.

119/20 DECLARATIONS OF INTEREST AND PARTY WHIP

There were no declarations of interest or party whip for the duration of the meeting.

**120/20 LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985
(AS AMENDED)**

Resolved (by assent):

That the public be excluded from the meeting during consideration of the item set out in the private agenda for the reasons set out therein and Section 100A of the Local Government Act 1972.

121/20 MINUTES

A copy of the Minutes of the meeting held on 22 and 29 October 2020, and 5 and 12 November, 2020 was submitted [Annexed].

Resolved (by roll call):

That the Minutes of the meetings held on 22 and 29 October 2020, and 5 and 12 November 2020, a copy having previously been circulated, be approved and signed by the Chair as a true and accurate record.

122/20 EMPLOYMENT POLICIES REVIEW – PHASE 6

A report was submitted seeking approval for revised employment policies. These had been endorsed by the CMT at its meeting on 1 October 2020 [Annexed].

Resolved (by roll call):

That the following policies be approved:

- Relocation and Temporary Accommodation Expenses Policy (revised policy)
- Recovery of Overpayment of Salary Policy (revised policy)

123/20 SCHOOLS' MODEL PAY POLICY 2020 AND UNATTACHED TEACHERS' PAY POLICY 2020

A report was submitted seeking approval for revised policies. These had been endorsed by the CMT at its meeting on 5 November 2020 [Annexed].

Resolved (by roll call):

That the following policies be approved:

- The Schools' Model Pay Policy 2020
- The Unattached Teachers' Pay Policy 2020

124/20 RETENTION PAYMENTS POLICY

A report was submitted seeking approval for a new Retention Payments Policy that had been drafted in response to business requirements and, specifically a particular retention issue identified within some Children’s Services Social Work Teams. This draft policy had been endorsed by the CMT at its meeting on 5 November 2020 [Annexed].

During the Committee’s discussion of this Policy, which it was anticipated would be introduced from January 2021, Members emphasised that should there be any variation from the Policy then this would be reported to the Personnel Committee.

Resolved (by roll call):

That the Retention Payments Policy be approved.

125/20 PRIVATE SESSION

Exclusion of the Public

Resolved (by assent):

That, during consideration of the remaining item on the agenda, the Committee consider that the item for consideration is exempt information for the reasons set out therein and Section 100A of the Local Government Act 1972 and accordingly resolved to consider the item in private.

126/20 MINUTES – PRIVATE VERSION

A copy of the Minutes of the meeting held on 22 and 29 October 2020, and 5 and 12 November, 2020 was submitted [Annexed].

Resolved (by roll call):

That the Minutes of the meetings held on 22 and 29 October 2020, and 5 and 12 November 2020, a copy having previously been circulated, be approved and signed by the Chair as a true and accurate record.

(Exempt information under Paragraphs 1, 2 and 4 of Part I of Schedule 12A of the Local Government Act 1972) (As amended).

There being no further business, the meeting terminated at 12.21 pm.

Chair.....

Date.....