

APPOINTMENTS BOARD

Monday, 24th October, 2011 at 2.00 p.m.

In a Conference Room, Council House, Walsall

Present

Councillor Bird (Chairman)
Councillor Ansell
Councillor Chambers
Councillor Robertson
Councillor D. Shires
Councillor Towe

526/11 Appointment of Chairman

Resolved

That Councillor Bird be appointed Chairman for the duration of the meeting.

527/11 Apology

An apology for non-attendance was submitted on behalf of Councillor Nazir.

528/11 Declarations of Interest

Councillors Chambers and Robertson declared personal interests in the item on the agenda relating to employee volunteering as they were members of the Co-operative Society.

529/11 Local Government (Access to Information) Act, 1985 (as amended)

Resolved

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.

530/11 Employee volunteering

The report of the Head of People's Services was submitted:-

(see annexed)

The Board was informed that a scheme of this nature had been in place in the Co-operative Society for a number of years and it was felt that information relating to the operation of the scheme by the Co-op should be sought.

After consideration it was,

Resolved

That consideration of the employee volunteering scheme be deferred to a future meeting of the Board to enable information from the Co-operative Society on their operating model for the scheme to be provided.

531/11

Market supplement policy

The joint report of the Head of Human Resources and Development and Head of Legal and Democratic Services was submitted:-

(see annexed)

The Board was informed that the process would include a computer generated review of the post to which a market supplement had been added and the employee advised that the supplement would be removed from their salary unless the process to retain it was followed and authorised. The process would be signed off by the appropriate Assistant Director or Executive Director, Head of Finance and Head of HR. In order to avoid any equal pay claims, the Head of Legal and Democratic Services informed the Board that the market supplement would be awarded to existing postholders within the "job family".

After consideration it was,

Resolved

That the market supplement policy, as set out in Appendix 1 of the attached report, be approved and that consultation with the portfolio holder for finance/HR be included in the process.

532/11

Pay and grading dismissal policy

The joint report of the Head of Human Resources and Development and Head of Legal and Democratic Services was submitted:-

(see annexed)

Resolved

That approval be given to the policy for managing appeals against dismissal in relation to dismissals effected under the pay and grading scheme, as set out in Appendix 1 of the annexed report.

533/11

Craft workers terms and conditions

The joint report of the Head of Human Resources and Development and Head of Legal and Democratic Services was submitted:-

(see annexed)

Resolved

- (1) That the proposed new terms and conditions that were being negotiated with the red book craft workers, as set out in Appendix 1 of the annexed report, be noted, subject to the amendment of the bank holidays in both the standard and fixed term documents reading "8 public/statutory holidays";
- (2) That the craft workers be brought within the scope of the pay and grading project.

534/11

Pay and grading

The joint report of the Head of Human Resources and Development and Head of Legal and Democratic Services was submitted:-

(see annexed)

Resolved

That the particulars of employment, as set out in Appendix 1 of the annexed report, be approved, subject to minor amendments to be approved by the Head of Human Resources and Development and to the amendment of the public/statutory holidays to 8.

535/11

Private Session

Exclusion of Public

Resolved

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

536/11

Minutes

The minutes of the meeting held on 3rd August, 2011 were submitted:-

(see annexed)

Resolved

That the minutes of the meeting held on 3rd August, 2011, a copy having previously been circulated to each Member of the Board, be approved and signed by the Chairman as a correct record.

(Exempt information under Paragraph 4 of Part I of Schedule 12A of the Local Government Act, 1972) (as amended)

Termination of Meeting

The meeting terminated at 2.45 p.m.

Chairman

Date