

## **PERSONNEL COMMITTEE**

**Wednesday 7<sup>th</sup> December, 2016, at 6.00 p.m.**

**In a Conference Room, Council House, Walsall**

### **Present**

Councillor S. Coughlan (Chair)  
Councillor Nawaz (Vice-Chair)  
Councillor Bird  
Councillor E. Hazell  
Councillor Jeavons

### **In attendance**

Senior HR Manager  
Senior Finance Manager  
Pension Officer

45/16

### **Apologies**

Apologies were received on behalf of Councillors Andrew and Shires.

46/16

### **Minutes – Public Version**

The minutes of the meeting held on 2<sup>nd</sup> November, 2016, were submitted.

**Resolved** that the minutes of the meeting held on 2<sup>nd</sup> November, 2016, a copy having previously been circulated to each Member, be agreed and signed by the Chairman as a correct record.

47/16

### **Declarations of Interest**

None submitted.

48/16

### **Local Government (Access to Information) Act, 1985 (as amended)**

#### **Resolved**

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

49/16

## **Walsall Council Approach to Requests for Pension Guarantees**

A report was submitted

(see annexed)

The Senior Finance Manager presented the report and highlighted the salient points contained therein.

The report sought the Committee's approval for the direction of responses to requests for pension guarantees.

Members considered the report and the two options contained therein. Members felt that it would be a disadvantage to schools if limits were placed on them and it would, therefore, be better for option 2 to be the agreed option, but with an initial review of 12 months to ascertain how effective it was.

**Resolved** that: -

1. the proposal in relation to any future consideration of pension guarantees for Council Services which may be transferred / outsourced be approved;
2. option 2 be agreed, as set out within the report, and that it be reviewed initially in 12 months time.

50/16

## **Living Wage in Walsall Council**

A report was submitted.

(see annexed)

The Senior HR Manager presented the report and highlighted the salient points contained therein.

The report provided the Committee with the opportunity to review the decision to pay a minimum pay rate that matches the UK Living Wage in respect of Walsall Council employees.

Members considered the report and the options contained therein.

Members had opposing preferences and queried whether or not the increase could be paid as part of a qualifying employees' base salary rather than as an allowance.

The Senior HR Manager advised that to do so would potentially increase the risk to the Council because leaving it as an allowances provided greater flexibility for the Council in future years. In addition, it could impact

negatively on pay and grading which the Council successfully implemented a number of years ago and would also increase the risk for the Council.

**Resolved** that option 1, as set out within the report, be agreed and that the position be reviewed in a further 12 months.

51/16

### **Pay Policy Statement (2017/18)**

A report was submitted.

(see annexed)

The Senior HR Manager presented the report and highlighted the salient points contained therein.

The report sought endorsement to submit the updated Pay Policy for 2017/18, as set out in Appendix 1 to the report, to Council in January, 2017 for approval.

Members considered the report and held a lengthy discussion on the various changes as set out within section 3 on page 1 (background).

Arising from this discussion, it was agreed that: -

- (a) in relation to No. 2, a report be brought back to a future meeting in relation to Casual Workers and how many long term casuals (i.e. more than 12 months) are currently employed by the Council and that the definition of what constitutes a casual worker was also addressed within this report;
- (b) in relation to No. 4, that an email be circulated to all Members clarifying how many honorariums have lasted in excess of 12 months at any period during the last 12 months.

**Resolved** that Pay Policy Statement for 2017/18 be submitted to Council in January, 2017, for approval.

52/16

### **Disclosure & Barring Service Procedure**

A report was submitted.

(see annexed)

The Senior HR Manager presented the report and highlighted the salient points contained therein.

The report sought the Committee's approval of the new Disclosure and Barring Service Procedure, as set out in Appendix 1 to the report.

**Resolved** that Disclosure and Barring Service Procedure, as set out at Appendix 1 to the report, be approved with immediate effect.

53/16

**Minutes – Private Version**

The minutes of the meeting held on 2<sup>nd</sup> November, 2016, were submitted.

**Resolved** that the minutes of the meeting held on 2<sup>nd</sup> November, 2016, a copy having previously been circulated to each Member, be agreed and signed by the Chairman as a correct record.

[Exempt information under Paragraphs 4 of Part I of Schedule 12A of the Local Government Ac, 1972 (as amended)]

**Termination of Meeting**

There being no further business, the meeting terminated at 6.56 p.m.

Chairman .....

Date .....