

PERSONNEL COMMITTEE

Wednesday 18th April, 2018, at 6.00pm.

In a Conference Room, Council House, Walsall

Present

Councillor S. Coughlan (Chairman)
Councillor Chambers (Vice-Chairman)
Councillor A. Andrew
Councillor Bird
Councillor E. Hazell
Councillor Jones (Substitute for Councillor Jeavons)
Councillor Shires

In attendance

Executive Director – Resources & Transformation
Senior HR Manager

15/18

Apologies

An apology was received on behalf of Councillor Jeavons.

16/18

Declarations of Interest

None submitted.

17/18

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

Resolved

That the public be excluded from the meeting during consideration of any 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.

18/18

Minutes

Resolved that the minutes of the meetings held on 13th and 27th February, 2018, a copy having previously been circulated to all Members of the Committee, be approved and signed by the Chair as a correct record.

19/18

Clear Desk and Screen Policy

A report was submitted.

(see annexed)

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

The report sought Personnel Committee's approval of the clear screen and desk policy.

Resolved that the clear desk and screen policy be approved.

20/18

Performance and Ill Health Capability Procedure

A report was submitted.

(see annexed)

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

The report sought Personnel Committee's approval of the new performance and ill health capability procedure.

Resolved that the performance and ill health capability procedure be approved.

21/18

2018 and 2019 Pay Scales and Allowances

An urgent report was submitted.

(see annexed)

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

The report sought Personnel Committee's approval to apply the first year of the two year deal in relation to the 2018 / 2019 national pay award to the Council's localised pay scales.

Resolved that: -

1. the application of the 1st year of the 2 year deal to the Council's localised pay scales, as amended with effect from 1 April, 2018, be agreed.
2. officers be authorised to conclude their work in relation to considering the implications of any new grading structure required as part of applying the 2nd year of the 2 year deal onto the Council's localised pay scales.

3. Officers be authorised to bring back such implications and associated costed proposals to a future Personnel Committee for consideration and sign-off before any such application takes place.

22/18

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 the items in private.

2318

Recruitment to the post of Head of Transformation and Digital, Resources and Transformation

A report was submitted.

(see annexed)

The Senior HR Manager introduced the report and the Executive Director Resources and Transformation presented the report and highlighted the salient points contained therein.

Members asked a number of questions seeking assurance that this post was necessary and that the proposed recruitment method was the best / most viable option.

Resolved that;

1. the proposal to create the post of Head of Transformation & Digital, Resources and Transformation at Assistant Director Level be agreed.
2. a recruitment process for this post be commenced.
3. the Job Description and Employee Specification, Salary, Media Strategy and recruitment timeline, as set out in this report, be noted.
4. authority be granted for the Councils Relocation Procedure, as set out in the report, to apply to this recruitment and that the enhanced scheme will apply.
5. officers be authorised to procure the services of a recruitment consultancy as support to carry out national search and selection activity on behalf of the Council.

[Exempt information under Paragraphs 1, 2 & 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 6.35 p.m.

Chairman

Date