

PERSONNEL COMMITTEE

20th January, 2020, at 6.00 pm.

In a Conference Room, Council House, Walsall

Present

Councillor Bird (Chairman)
Councillor Andrew (Vice-Chairman)
Councillor Gultasib
Councillor Harris
Councillor Hussain
Councillor Nawaz
Councillor Towe (substitute for Councillor Allen)

In attendance

Head of Legal and Democratic Services
Senior HR Manager
Health and Safety Manager

1/20

Apologies

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

2/20

Declarations of Interest

None submitted.

3/20

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

Resolved

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

4/20

Minutes – Public Version

Resolved that the minutes of the meetings held on 5th November and 2nd December, 2019, copies having previously been circulated to all Members of the Committee, be approved and signed by the Chair as correct records.

5/20

Annual Health & Safety Report covering the year 2018-19

A report was submitted.

(see annexed)

The Health and Safety Manager presented the report and highlighted the salient points contained therein.

The report presented Members with the Annual Health and Safety Report, which covered the year 2018-19, and for which had been taken to Corporate Management Team (CMT) on 19th December, 2019. This report was aimed at Members, but with key data of interest to all senior managers at the Council.

Arising from discussions on this report, Members queried if the Council had any responsibility for Health and Safety in Academies, given that there would be a high proportion of Walsall children who attended Academies located within the Borough. The Health and Safety Manager advised that the Council had no authority in this respect when it came to Academies and Government guidance backed this stance up. Councillor Towe advised that he would look into the matter further as the responsible Portfolio Holder.

Resolved that the contents of the report be noted and that it be shared as appropriate to help promote a positive Health and Safety culture across the Council

6/20

Pay Policy Statement and Living Wage (LW) 2020/2021

A report was submitted.

(see annexed)

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

The report sought approval for the updated Pay Policy Statement 2020 / 2021, as set out at Appendix 1 to the report, including the decision to pay the revised recommended Living Wage (LW) rate with effect from 1st April, 2020, as set out at Appendix 2 to the report.

Arising from discussions on this report, Members asked the HR Manager to provide information, in due course, on how the pay award would affect those staff in receipt of on the Living Wage.

Resolved that: -

1. Council be recommended to approve the Pay Policy Statement for 2020 / 2021.

2. Council be recommended to approve the continuation of the living wage as detailed within the Pay Policy (section 6.5) and section 4.2, option a, of the report.
3. Council be recommended to approve delegation for the Executive Director of Resources and Transformation to authorise the Pay Policy to be updated to reflect any amended authorisation levels that may result in response to the implementation of One Source, the Council's new integrated HR / Payroll / Finance / Procurement system due to be implemented in 2020.

7/20

Private Session

Exclusion of Public

Resolved

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

8/20

Minutes – Private Version

Resolved that the minutes of the meetings held on 5th November and 2nd December, 2019, copies having previously been circulated to all Members of the Committee, be approved and signed by the Chair as correct records.

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

9/20

Severance Arrangements

A report was submitted.

(see annexed)

The Head of Legal and Democratic Services presented the report and highlighted the salient point contained therein.

Resolved that the recommendations within the report be approved.

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

Termination of Meeting

There being no further business, the meeting terminated at 6.44 p.m.

Chairman

Date