

PERSONNEL COMMITTEE

Monday, 6 December 2021 at 4.00 pm

In a Conference Room, Council House, Walsall

Committee Members present: Councillor M. Bird (Chair)
Councillor A. Andrew (Vice-Chair)
Councillor S. Elson
Councillor K. Hussain
Councillor A. Nawaz
Councillor S. Samra
Councillor V. Waters

In attendance: Ms S. Rowe, Executive Director – Children’s Services
Ms N. Rickhuss, Human Resources Manager –
Strategy & Planning
Mr I. Sutheran, Human Resources Manager –
Recruitment & Transactional Services
Dr P. Fantom, Democratic Services Officer

64/21 Apologies

Apologies for absence were received on behalf of Councillors N. Gultasib and A. Harris.

65/21 Declarations of Interest and Party Whip

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

66/21 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.

67/21 Minutes

A copy of the Minutes of the meetings held on 13 September 2021 was submitted [Annexed].

Resolved:

That the Minutes of the meetings held on 13 September 2021, a copy having previously been circulated, be approved and signed by the Chair as a true and accurate record.

68/21 Injury Allowance Policy

A report was submitted [Annexed] seeking approval for the revised Injury Allowance Policy (Appendix 1), which had been endorsed by the Corporate Management Team at its meeting on 7 October 2021.

The report detailed the revision of an existing employment policy, the Injury Allowance Scheme. This policy was last updated in June 2010 and it therefore required alignment with other HR policies already updated to reflect the PROUD new ways of working and the Behaviour and Standards Framework. The proposed changes and revision to the policy were summarised in paragraph 3.5 of the report.

Resolved:

That the Injury Allowance Policy, as endorsed by CMT on 7 October 2021, be approved.

69/21 Schools' Model Pay Policy 2021 and Unattached Teachers' Pay Policy 2021

A report was submitted [Annexed] seeking approval for the updated Schools' Model Pay Policy 2021 (Appendix 1) and the Unattached Teachers' Pay Policy 2021 (Appendix 2), which had been endorsed by the Corporate Management Team at its meeting on 18 November 2021.

The report detailed the annual update of the policies, with both policies being in line with School Teachers' Pay and Conditions Document (STPCD), which had been approved on 22 October 2021.

The governing bodies of all schools and academies were required annually to adopt a pay policy following full consultation with representatives of recognised trade unions and professional associations. However, having regard to academies it was noted that they were able to set their own pay rates.

Resolved:

That the following policies, as endorsed by CMT on 18 November 2021, be approved:

- The Schools' Model Pay Policy 2021
- The Unattached Teachers' Pay Policy 2021

Ms Rickhuss left the meeting following this item of business.

70/21 Private session

Exclusion of the Public

Resolved:

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.

Public Summary of the matters considered in private session.

71/21 Recruitment to the permanent position of Director of Walsall Right for Children (WR4C), Early Help and Partnerships

The Committee considered a report submitted on recruitment to the permanent position of Director of WR4C, Early Help and Partnerships [Annexed].

Resolved:

1. That officers be authorised to commence recruitment for the appointment to the position of Director of WR4C, Early Help and Partnerships;
2. That officers be authorised to procure a recruitment consultancy to provide executive search and selection services;
3. That responsibility for long-listing be delegated to the Executive Director – Children's Services and Portfolio Holder for Children's Services, supported by the consultancy;
4. That the recruitment activities, as set out in paragraph 3.7 of the report, be approved;
5. That the outline recruitment plan, as set out in paragraph 3.9 of the report – with it being noted that short-listing and final interview will be carried out by the Personnel Committee, be approved (all proposed dates to be confirmed and subject to change and availability).

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

72/21 Recruitment to the interim position of Director of Adult Social Care

The Committee considered a report on recruitment to the interim position of Director of Adult Social Care [Annexed].

Resolved:

1. That officers be authorised to commence recruitment for the appointment of an external interim for the position of Director of Adult Social Care;
2. That officers be authorised to procure a recruitment consultancy to provide CVs for consideration;
3. That responsibility for the appointment be delegated to the Executive Director – Adult Social Care and the Portfolio Holder for Adult Social Care, subject to consultation with the Leader of the Council and the Leader of the Opposition prior to confirmation of the appointment decision;
4. That the contract for the interim position of Director of Adult Social Care to be for up to twelve months with an option to extend for a further six months, if required, be approved.

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

73/21 Minutes – Private Session

A copy of the Minutes of the meetings held on 13 September 2021 was submitted [Annexed].

Resolved:

That the Minutes of the meetings held on 13 September 2021, 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 6.25 pm.

Chair.....

Date.....