

PERSONNEL COMMITTEE

Monday 4th March, 2019, at 6.00 pm.

In a Conference Room, Council House, Walsall

Present

Councillor Bird (Chair)
Councillor Chambers
Councillor S. Coughlan
Councillor Jeavons
Councillor Robertson (Substitute for Councillor S. Coughlan)
Councillor Towe

In attendance

Executive Director – Economy and Environment
Executive Director – Resources and Transformation
HR Manager – Operations
Senior HR Business Partner

21/19

Apologies

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

22/19

Declarations of Interest

None submitted.

23/19

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 set out in the private part of the agenda for the reasons set out therein and Section 100A of the Local Government Act, 1972.

24/19

Minutes – Public Version

Resolved that the minutes of the meeting held on 19th February, 2019, a copy having previously been circulated to all Members of the Committee, be approved and signed by the Chair as a correct record.

25/19

2019-20 Pay Scales and Allowances – 2nd Year of Pay Deal

A report was submitted.

(see annexed)

The report detailed that the Personnel Committee had agreed, at its meeting on 27th September, 2018, to implement a straight forward assimilation to the new pay spine for the 2nd year of the 2 year National Employers for Local Government Services pay deal, with effect from 1st April, 2019.

Whilst the above report had covered those employees specifically on NJC pay scales and NJC terms and conditions, it omitted to specify those corporate employees on other terms and conditions (such as APT&C) who were not on NJC pay scales, but who were matched to equivalent scales and who had historically also received the NJC pay awards. This report sought to address said omission

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

Resolved that: -

1. that approval be given to corporate APT&C employees and any other relevant corporate employee's not on NJC terms and conditions, but on pay scales equivalent to NJC scales (previously in receipt of the national pay award), to be included (as NJC employees are) in the implementation of the 2nd year of the 2 year deal.
2. Approval be given to the application of any future NJC national pay awards be automatically applied to relevant corporate employees on equivalent NJC scales (as identified above in 2.1) as in previous years, subject to local adjustment to take into account the 1% reduction following the councils terms and conditions review (2017).
3. that any references to existing spinal column points (SPC) values in existing policies, procedures, terms and conditions and other associated documents are substituted for the relevant corresponding SPC on the new pay spine.

26/19

Dying to Work Voluntary Charter

A report was submitted.

(see annexed)

The report set out the requirements and commitments of signing up to the Trades Union Congress initiative – Dying to Work Voluntary Charter.

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

Members expressed their concern regarding the lack of guidance and variation in the application of paying sick pay beyond six months for staff with terminal illness. The Committee were of the opinion that, as a caring employer, employees who were diagnosed with a terminal illness should be fully supported by their employer.

In view of this, the Executive Director of Resources and Transformation was requested to bring back another report to a future meeting on this matter. Such a report should include clear and fair guidance on the continued payment of sick pay beyond six months for employees diagnosed with a terminal illness, to also include a clear definition of the difference between what constituted critical and terminal illness.

Resolved that, subject to the above and the details contained with 3.6 of the report, the charter be agreed.

27/19 **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.

28/19 **Minutes – Private Version**

Resolved that the minutes of the meeting held on 19th February, 2019, a copy having previously been circulated to all Members of the Committee, be approved and signed by the Chair as a correct record.

[Exempt information under Paragraphs 1, 2 & 4 of Part I of Schedule 12A of the Local Government Act, 1972 (as amended)]

29/19 **Recruitment to the Post of Assistant Director – Community Care and Partnerships Adult Social Care**

A report was submitted.

(see annexed)

The Executive Director – Economy and Environment presented the report and highlighted the salient points contained therein.

Resolved that the recommendations within the report be approved.

[Exempt information under Paragraph 4 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 6.19 p.m.

Chairman

Date