

## **PERSONNEL COMMITTEE**

**Tuesday, 19 April 2022 at 18:00**

**In Conference Room 2, Council House, Walsall**

**Committee Members present:** Councillor M. Bird (Chair)  
Councillor A. Andrews (Vice-Chair)  
Councillor S. Elson  
Councillor N. Gultasib  
Councillor A. Harris  
Councillor K. Hussein  
Councillor A. Nawaz

**In attendance:** Michele Leith, Director (HR OD and Administration)  
Nicola Ruckhuss, HR Manager (Strategy and Planning)  
Craig Goodall, Senior Democratic Services Officer  
Edward Cook, Assistant Democratic Services Officer

### **31/22 Apologies**

An apology for absence was received on behalf of Councillor S. Samra.

### **32/22 Substitutions**

There were no substitutions.

### **33/22 Declarations of Interest and Party Whip**

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

### **34/22 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.

### **35/22 Minutes of the meetings held on 8 February 2022 and 15 February 2022**

#### **Resolved:**

That the minutes of the meetings held on 8 February and 15 February 2022, a copy of each having been sent to each Member of the Committee, be approved as a correct record.

### **36/22 Confidential Reporting (Whistleblowing) Policy**

The Confidential Reporting (Whistleblowing) Policy was introduced by the HR Manager (Strategy and Planning). Three main changes were highlighted: it identifies a process for complaints against senior officers; introduces an auditable process regarding the rationale behind external investigator appointments; and it establishes an auditable log of all whistleblowing complaints. The latter helps safeguard against vexatious complaints. If complaints are directed against the Monitoring Officer, a second Directing Executive officer will be added to the investigating panel.

#### **Resolved:**

That the Confidential reporting (Whistleblowing) Policy be approved.

### **37/22 Flexi Time and Time off in Lieu (TOIL) Policy**

The new Flexi Time and Time off in Lieu (TOIL) Policy was introduced the HR Manager (Strategy and Planning).

Last reviewed in 2017, these changes bring policy into line with the changed ways of working and fits into the Organisational Development Strategy. The new policy will help attract and retain good employees and meet the flexibility demands of customers and employees. The offer of Flexi Time has not changed but the parameters have, to better meet demands and needs.

Members supported the advantages outlined in the new policy including the positive effects of flexible working arrangements, though concern was raised about any emerging expectations for people to remotely work whilst on holiday or off sick, and the effects of less 'in-office' working on local businesses.

#### **Resolved:**

That the Flexi Time and Time off in Lieu (TOIL) Policy be approved.

### **38/22 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.

39/22 **Minutes for meetings on 8 February 2022 and 15 February 2022**

**Resolved:**

That the minutes for the meetings on 8 February 2022 and 15 February 2022, a copy of each having been sent to each Member of the Committee, be approved as a correct 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 6:28pm

Chair.....

Date.....