

## **Personnel Committee**

**Conference 2, at the Council House, Walsall**

**Monday, 5 December, 2022 at 6.00p.m.**

### **Committee Members present:**

Councillor M. Bird (Chair)  
Councillor A. Andrew  
Councillor C. Towe  
Councillor S. Elson  
Councillor A. Garcha  
Councillor A. Nawaz  
Councillor J. Whitehouse  
Councillor N. Gultasib

### **In attendance:**

Michelle Leith - Director – Human Resources, Organisational Development & Administration  
Nicola Rickhuss- Human Resources Manager, Strategy and Planning  
Neil Picken – Principal Democratic Services Officer

### **70/22 Apologies**

An apology for absence was received on behalf of Councillor K. Hussain.

### **71/22 Declarations of Interest**

Michelle Leith, Director – Human Resources, Organisational Development & Administration declared an interest in item 7 - Chief Officers and Chief Executive, Additional Days Annual Leave.

### **72/22 Local Government (Access to Information) Act 1985 (as amended):**

There were no items in private session.

### **73/22 Minutes of the meeting held on 25 October, 2022**

#### **Resolved**

That the minutes of the meeting held on 25<sup>th</sup> October, 2022 be approved as a true and accurate record.

**74/22 Family Friendly Policy (Fostering Policy)**

The Human Resources Manager, Strategy and Planning presented a report in relation to the Family Friendly Policy.

(see annexed)

**Resolved:**

1. That the Family Friendly Policy be approved; and
2. That an update be provided to Personnel Committee in March, 2023.

**75/22 Soulbury Pay Scales for Educational Psychologists**

The Human Resources Manager, Strategy and Planning, presented a report in relation to soulbury pay scales for educational psychologists.

(see annexed)

**Resolved:**

That the change of spinal column points (SCP) within Soulbury Pay Scales for Educational Psychologists be approved.

**76/22 Chief Officers and Chief Executive, Additional Days Annual Leave.**

*Having declared an interest, the Director – Human Resources, Organisational Development & Administration left the room until the matter had been determined.*

A report was submitted.

(See annexed)

**Resolved:**

That one additional days annual leave be awarded to JNC Chief Officers and the Chief Executive (subject to pending CE pay agreement not confirming an annual leave increase) effective from 1<sup>st</sup> April 2023.

**77/22 Customer Focused Ways of Working**

The Human Resources Manager, Strategy and Planning, presented a report presented a report in relation to customer focussed ways of working.

(see annexed)

**Resolved:**

1. That the following amendments to the Councils ways of working principles, be approved:-
  - Customer focused ways of working that are designed to deliver the best outcomes for our residents;
  - Reconfirmation of policy - 'Work is what you do not where you do it' – an outcomes based approach;
  - Managers must manage within the hybrid working environment utilising performance management techniques, management information, setting clear objectives and monitoring delivery, regular communication (one to ones, huddles, face to face meetings and training);
  - Staff will work flexibly based on customer and operational service needs and remain focused on delivering the Council Plan outcomes; and
  - Previous principle of 'Presence with a Purpose' approach to be removed.
  
2. That the report be noted.

**78/22 Pay Policy 2022/23 amendment - Implementation of Government Guidance in respect of Special Severance Payments.**

The Director, Human Resources, Organisational Development and Administration, Mrs M. Leith, presented a report in relation to Special severance payments.

(see annexed)

**Resolved:**

1. Approve that the Government Guidance in respect of Special Severance Payments be implemented within Walsall Council with immediate effect.
  
2. Approve an amendment to the Pay Policy Statement 2022/23 making the necessary changes to implement the Government Guidance in relation to Special Severance Payments;
  
3. Note that the Government Guidance in respect of Special Severance Payments shall be incorporated within future annual Pay Policy reviews;
  
4. Request that Council approve the following amendments to the Constitution:-

(15) To appoint a Sub Committee of Personnel Committee to include at least two Independent Persons, appointed under the provisions of Section 28 of the Localism Act 2011 to consider special severance payments in respect of the Head of Paid Service.

Part 3.5 - Officer Scheme of Delegations

4.10 (e) To take all action to recruit, appoint, develop, manage and reward employees within approved Council policies and the law (including the operation of approved policies for voluntary severance **up to £20,000**, early retirement, redundancy and redeployment) and conditions of service in consultation with the Director – Human Resources and Section 151 Officer where applicable

12. Chief Executive

(12.9) To approve special severance payments of £20,000 and above, but below £100,000 (with a clear record of the Leader's approval and that of any others who have signed off the payment).

The meeting terminated at 6:50 p.m.

Signed:.....

Date:.....