

PERSONNEL COMMITTEE

Friday, 3rd October, 2014 at 1.00 p.m.

Conference Room, Council House, Walsall

Present

Councillor Chambers (Chairman)
Councillor Bennett (Vice-Chairman)
Councillor Cassidy
Councillor Harris
Councillor Russell (Substitute for Councillor Coughlan)

In attendance

Head of Human Resources
Pensions Control Adviser

1/14

Apology

An apology for non attendance was submitted on behalf of Councillor S Coughlan. (Councillor Russell substituted for Councillor Coughlan).

2/14

Declarations of Interest

There were no declarations of interests.

3/14

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

Resolved

That the public be excluded from the meeting during consideration of the 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.

4/14

Establishment of Personnel Sub-Committees

A report was submitted and Appendix 2 was tabled:-

(see annexed)

The Chair introduced the report and highlighted the salient points contained therein.

Resolved that: -

1. approval be given to the establishment of 3 Sub-Committees, as set out below, together with the delegations as set out in **Appendix 1**;
 - Employment Appeals Sub-Committee 'A';
 - Employment Appeals Sub-Committee 'B';
 - Appointment and Dismissal Sub-Committee.
2. the Memberships of each Sub-Committee and the appointment of Chairmen and Vice-Chairmen to each Sub-Committee be approved as set out below and in **Appendix 2**;

| | Employment Appeal Sub- Committee A | Employment Appeal Sub- Committee B | Appointment & Dismissal Sub- Committee |
|-------------------|---|---|--|
| Chair | Burley | Chambers | Leader |
| Vice-Chair | Russell | Jeavons | Deputy Leader |
| Members | Craddock, Douglas-Maul, Lane & Martin | Bennett, Craddock, Jukes & Sears | Bird, Andrew, L. Hazell and one other Labour Group nominee (as notified to the Chief Executive) |
| Vacancy | Liberal Democrat nominee | Liberal Democrat nominee | Liberal Democrat nominee |

3. approval be given to the Employment Appeal Sub-Committees continuing with the existing practice of meeting on Tuesdays (Sub-Committee B) and Thursdays (Sub-Committee A) both at 10.30am, and that meetings be cancelled where they are not required;
4. approval be given to the Appointment and Dismissal Sub-Committee being called as and when required, subject to consultation with the Chairman of the Sub-Committee.

5/14

Redundancy and Redeployment Procedures

A report was submitted:-

(see annexed)

The Chair introduced the report and the Head of Human Resources presented the report and highlighted the salient points contained therein.

The Chair sought clarification that CMT (Corporate Management Team) and Trade Unions had been consulted on both Procedures and were content with the revisions being proposed.

The Head of Human Resources confirmed that both CMT and Trade Unions had been consulted on the Procedures and had indicated that they were indeed content with the revisions to the Procedures.

Resolved that the revised Redundancy Procedure and the revised Redeployment Procedure be approved for implementation with effect from 6th October, 2014.

6/14

Relocation and Temporary Accommodation Expenses Procedure

A report was submitted:-

(see annexed)

The Chair introduced the report and the Head of Human Resources presented the report and highlighted the salient points contained therein.

Members were content with the revisions to the Procedures and felt it was now much clearer / more explicit. Members were also pleased that a lot of the subjectivity had been removed which was present in the old Procedures.

In recommending the adoption of the revised Procedure, Members recognised the need for the Council to remain competitive in the market to attract the best possible candidates.

Resolved that approval be given to replacing the three existing Relocation Procedures with a new Relocation and Temporary Accommodation Expenses Procedure with effect from 1st November, 2014.

7/14

Local Government Pension Scheme 2014 and Policy Statement

A report was submitted:-

(see annexed)

The Chair introduced the report and the Head of Human Resources / Pensions Control Advisor presented the report and highlighted the salient points contained therein.

The Head of Human Resources / Pensions Control Advisor responded to a number of questions for clarification on the report by Members.

In particular, the Chair referred to the paragraph at the bottom of page 2 of the report and asked that reference be made to this matter in the Committee's recommendations.

Resolved that: -

1. the Personnel Committee recommends for approval by Council the Local Government Pension Scheme 2014 Policy Statement attached at Appendix 1 to the report;
2. in addition, the Personnel Committee also recommends the waiving of actuarial reductions and the application of the 85 year rule protections will be considered only where there is a clear financial or operational advantage to the Council in doing so.

8/14

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 those items in private.

9/14

School Teachers' Pay and Conditions September, 2014, Pay Award

A report was submitted:-

(see annexed)

Members discussed whether or not Councillor Russell should declare an interest in this item. Councillor Russell stated that she did not feel that she had an interest due to the fact that she had retired from teaching.

The Chair introduced the report and the Head of Human Resources presented the report and highlighted the salient points contained therein.

Resolved that: -

1. approval be given for a 1% uplift across all spinal column points of all classroom teachers' / leadership group members' individual salaries and pay ranges including allowances which is to be applied to all maintained schools as outlined in Appendix 1 to the report;
2. approval be given to the introduction of a 5 point scale for the new fixed term Teaching and Learning Responsibility (TLR3) payment.

(Exempt information under Paragraph 4 of Part I of Schedule 12A of the Local Government Act, 1972) (as amended)

Termination of meeting

The meeting terminated at 1.55p.m.

Chair:

Date: