

PERSONNEL COMMITTEE

Wednesday 1st March, 2017, at 6.00 p.m.

In a Conference Room, Council House, Walsall

Present

Councillor S. Coughlan (Chair)
Councillor Nawaz (Vice-Chair)
Councillor Andrew
Councillor Bird
Councillor E. Hazell
Councillor Jeavons
Councillor Shires

In attendance

Senior HR Manager

54/16 **Apologies**

None received.

55/16 **Minutes**

The minutes of the meeting held on 7th December, 2016, were submitted.

Further to Minute No. 51/16 (Pay Policy Statement 17/18) Members requested that further information be circulated in relation to how many long term casual workers actually went on to become fully employed by the Council.

Resolved that the minutes of the meeting held on 7th December, 2016, a copy having previously been circulated to each Member, be agreed and signed by the Chairman as a correct record.

56/16 **Declarations of Interest**

None submitted.

57/16 **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.

58/16

Smoke-free Procedure

A report was submitted

(see annexed)

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

The report sought the Committee's approval of the revised Smoke-free Procedure, as set out in Appendix 1.

Members considered the report and sought assurances around the following matters: -

- If the Procedure would equally apply to visitors and the public as it would to employees;
- How it would be policed / monitored;
- If the Procedure also included 'vaping';
- What support would be available to staff in helping them quit smoking and if this included support during working hours;
- That in view of the removal of support for such matters within the budget, how would such support be resourced and what would the financial impact be on the Authority, if any;
- If smoking breaks were 'paid-breaks' or 'flexi-breaks'; and
- If the Procedure was Legal and what other Local Authorities had done with regard to their Smoke-free Procedures;

Members queried if this Procedure applied to all Council car parks. The Senior HR Manager advised that the Procedure only applied to Council car parks where they were attached to a Council building. Members requested that the Procedure be amended to provide clarify on this matter.

Resolved that, subject to clarification being included within the Procedure in relation to which car parks were affected, the Smoke-free Procedure be agreed for implementation with effect from 1st April, 2017.

59/16

Redundancy Procedure

A report was submitted.

(see annexed)

The Senior HR Manager presented the report and highlighted the salient points contained therein. In doing so, he reported that, unfortunately, the

Unions had not been fully consulted on the Procedure. Consultation with the Unions was currently underway and would be concluded by 16th March. In view of this, he proposed a revised recommendation to take account of this fact.

The report sought the Committee's approval of the updated Redundancy Procedure, as set out in Appendix 1, subject to the satisfactory completion of consultation with the Unions.

Resolved that: -

1. the Redundancy Procedure be approved and that it be implemented following the satisfactory conclusion of the consultation process with Unions;
2. in the event of any material objections being received during the consultation process, the implementation of the Procedure be deferred for further consideration by the Personnel Committee at a future meeting.

Termination of Meeting

There being no further business, the meeting terminated at 6.16 p.m.

Chairman

Date