

## PERSONNEL COMMITTEE

TUESDAY, 30 NOVEMBER 2021

Present: Councillor R S Robinson, Chair

Councillors: M Brown  
L Fletcher  
J C Goold  
L A Lally  
P Lally  
H Land  
P J Owen  
J M Owen  
H E Skinner (Substitute for M Hannah)  
C M Tideswell  
D K Watts  
R D Willimott

Apologies for absence were received from Councillors M Hannah

28 DECLARATIONS OF INTEREST

There were no declarations of interest.

29 MINUTES

The minutes of the meeting held on 28 September 2021 were confirmed and signed as a correct record.

30 REFERENCES

31 LOCAL JOINT CONSULTATIVE COMMITTEE

Members considered the amended Evaluation and Re-evaluation of Posts Policy reflecting feedback from the senior management team, unions and a review of the policy by project HR working with East Midlands Councils.

Discussions ensued with regards to the job evaluation panel and Union representatives to be a member of the decision making panel.

**RESOLVED that the amended Evaluation and Re-evaluation of Posts policy be approved and that there be a review of the two tier pay scheme.**

32 LOCAL JOINT CONSULTATIVE COMMITTEE

It was noted that Councillor C M Tideswell arrived for this item and remained at the meeting thereafter.

Members considered the amendments to the Flexible Retirement Policy. The existing policy had been reviewed and streamlined in an easier more concise format that clearly outlined the options available to employees and the Council when considering flexible retirement options.

**RESOLVED that the Flexible Retirement Policy, with the suggested amendments, be approved.**

33 EMPLOYEE SURVEY 2021-RESULTS

Members were updated with the results from the recent Employee Survey to gather feedback on what it was like to work for the Council and ways to improve as an employer.

Concern was raised around GMT Leadership, Communication of clear priorities and staff not feeling valued.

34 PERFORMANCE MANAGEMENT -REVIEW OF BUSINESS PLAN PROGRESS

The Committee noted the performance made in achieving the actions for Human Resources within the Resources Business plan for 2021-2024.

35 PAY POLICY STATEMENT - 2022/23

Members noted the Pay Policy statement for 2022/23 before it was submitted to Full Council in March 2022.

Section 38 of the Localism Act 2011 required local authorities to publish an annual pay Policy Statement to increase accountability and public scrutiny in relation to payments made to senior members of local authority staff.

Changes had been made to the policy and updated where necessary to ensure the pay policy was correct for 2022/23.

36 WORK PROGRAMME

The Committee considered the work programme.

**RESOLVED that the work programme be approved.**

37 EXCLUSION OF PUBLIC AND PRESS

**The Committee RESOLVED that, under Section 100A of the Local Government Act, 1972, the public and press be excluded from the meeting for the following**

items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1, and 2 of Schedule 12A of the Act.

38 MARKET SUPPLEMENT: PLANNING OFFICERS

**RESOLVED** that the market supplements as set out in the appendix be approved.

39 RECRUITMENT AND RETENTION ISSUES AND NEW POSTS

**The Committee noted the report.**