



Monday, 14 March 2022

Dear Sir/Madam

A meeting of the Personnel Committee will be held on Tuesday, 22 March 2022 in the Council Chamber, Council Offices, Foster Avenue, Beeston NG9 1AB, commencing at 7.00 pm.

Should you require advice on declaring an interest in any item on the agenda, please contact the Monitoring Officer at your earliest convenience.

Yours faithfully

Chief Executive

To Councillors: M Hannah (Chair)
R S Robinson (Vice-Chair)
M Brown
L Fletcher
J C Goold
L A Lally
P Lally

H Land
P J Owen
J M Owen
C M Tideswell
D K Watts
R D Willimott

AGENDA

1. APOLOGIES

To receive apologies and to be notified of the attendance of substitutes.

2. DECLARATIONS OF INTEREST

Members are requested to declare the existence and nature of any disclosable pecuniary interest and/or other interest in any item on the agenda.

3. MINUTES

(Pages 5 - 8)

The Committee is asked to confirm as a correct record the minutes of the meeting held on 30 November 2021.

4. REFERENCES

4.1 Local Joint Consultative Committee

(Pages 9 - 20)

24 February 2022
Market Supplement Policy

With the permission of the Chair, the Market Supplement Policy was considered. The policy had been changed in order to reflect alterations that may occur as a result of a post being reviewed under the Evaluation and Re-evaluation of Posts policy.

RECOMMENDED to the Personnel Committee that the amended Market Supplement Policy be approved.

4.2 Local Joint Consultative Committee

(Pages 21 - 30)

24 February 2022
Career Break Policy

The introduction of a new Career Break Policy was considered. It was noted that at least fifteen employees who had resigned to care for someone may have benefited from a Career Break Policy and the potential impact on sick pay was also considered.

Discussion focused on how the person on a career break could communicate with their team, the timescale for giving notice of a career break if there was an emergency situation and how an employee's pension might be impacted. There were some minor changes to the wording of the policy.

RECOMMENDED to the Personnel Committee that the Career Break Policy, as amended, be approved.

5. CREATION OF AN ADDITIONAL SENIOR TEAM LEADER ROLE WITHIN THE REFUSE AND CLEANSING STRUCTURE WITHIN THE ENVIRONMENTAL SERVICES DEPARTMENT

(Pages 31 - 38)

To seek approval to create an additional Senior Team Leader role within the Refuse and Cleansing structure within the Environmental Services Department.

6. MARKETS OFFICER (Pages 39 - 46)
- To request the establishment of a Markets Officer post within the structure of the Economic Development and Regeneration Team. A short term post was created in 2020 to develop and promote markets as means of generating additional footfall in the Borough's town centres. The work has been very well received, with the Beeston Markets performing strongly and further market development activities being replicated in Stapleford, Kimberley and Eastwood. It is now important to position the service on a firmer footing and secure the expertise that the Council has developed, by making the role permanent.
7. REVIEW OF DOMESTIC VIOLENCE AND PRIVATE SECTOR CO-ORDINATOR OFFICER POSITION (Pages 47 - 66)
- To propose the relocation of the domestic abuse and private sector co-ordinator officer from Housing to the Communities team under a changed job description and grade.
8. WORKFORCE PROFILE 2020/21 (Pages 67 - 102)
- To provide analysis of the workforce for Broxtowe Borough Council in 2020/21
9. CARERS IN EMPLOYMENT PLEDGE (Pages 103 - 110)
- To note the new accreditation on the Carers in Employment Pledge.
10. EXCLUSION OF PUBLIC AND PRESS
- The Committee is asked to RESOLVE that, under Section 100A of the Local Government Act, 1972, the public and press be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1, and 2 of Schedule 12A of the Act.**
11. REVIEW OF MONITORING OFFICER GRADE (Pages 111 - 114)
12. SETTLEMENT AGREEMENT PROPOSAL (Pages 115 - 116)