

PERSONNEL COMMITTEE

TUESDAY, 29 SEPTEMBER 2020

Present: Councillor R S Robinson, Vice-Chair in the Chair.

Councillors: S J Carr (Substitute)
J C Goold
R I Jackson (Ex-Officio)
H Land
P J Owen
J M Owen
D D Pringle (Substitute)
M Radulovic MBE (Substitute)
P D Simpson
H E Skinner (Substitute)
C M Tideswell
D K Watts
R D Willimott

Apologies for absence were received from Councillors L Fletcher, M Hannah, L A Lally and P Lally

1 **DECLARATIONS OF INTEREST**

There were no declarations of interest.

2 **MINUTES**

The minutes of the meeting held on 30 June 2020 were confirmed as a correct record.

3 **AVC WISE**

The committee received a presentation from Mr Richard Ellis of AVC Wise which detailed how AVC Wise would assist the Council in maximising the savings available whilst also assisting employees throughout the process.

RESOLVED that the implementation of a new Shared Additional Voluntary Contributions pension scheme in partnership with AVC Wise, be approved

4 **PENSIONS DISCRETION POLICY**

Members discussed the Pension Discretions Policy. A query was raised with regards to the ethics surrounding the investments of the Local Government Pension Scheme.

RESOLVED that the Pensions Discretion Policy be approved.

5 HEAD OF ASSET MANAGEMENT AND DEVELOPMENT

The Committee considered a request to create a new Head of Service position within the Deputy Chief Executive's department and the transfer of another Head of Service role to the Strategic Directors department.

It was noted that the new post would provide exciting opportunities and provide more senior leadership for functions to attract a wider market.

RESOLVED that the creation of a new Head of Asset Management and Development post be approved.

6 RECRUITING A MARKETS OFFICER

The Committee discussed the appointment of a Markets Officer to organise markets in the Borough and how the post would provide much needed resilience and support to the town centres especially since lockdown. The Markets Officer would look to increase footfall and provide opportunities for start- up retailers and engage with local school and groups to establish more vibrant town centres.

RESOLVED that the recruitment of a Markets Officer, be approved.

7 NOTING REPORTS

The Committee noted the following reports:

- Performance Management – Review of Business Plan Progress – Human Resources.
 - Apprenticeship Strategy.
 - Coaching and Mentoring.
 - Management of Employees with Long Term Sickness Absence.
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- Action Plan for the Wellbeing of Staff Mental Health.

The Committee welcomed the Action Plan for the Wellbeing of Staff Mental Health and would like to see more regular updates with regards to the action plan and the effects on staff of Covid-19. Councillor R S Robinson moved the recommendation and proposed the action plan be approved and regular updates be submitted. This was seconded by Councillor H Land.

The recommendation was amended to read:

RESOLVED that the Action Plan be approved and regular updates be submitted to the relevant Committee.

8 EXCLUSION OF PUBLIC AND PRESS

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 involved the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Schedule 12A of the Act.

9 CLEANING TEAM RESTRUCTURE

RESOLVED that:

- 1. The new Cleaning Team Structure, including the posts of Mobile Cleaners, be approved.**
- 2. The deletion of the existing vacant post be approved.**

10 WORK PROGRAMME

It was agreed that reports on the Effects on Staff of Covid-19 and Updates on the Mental Health Action Plan be added to the Work Programme.

RESOLVED that the Work Programme, as amended, be approved.