

PERSONNEL COMMITTEE

TUESDAY, 28 SEPTEMBER 2021

Present: Councillor M Hannah, Chair

Councillors: R S Robinson (Vice-Chair)
M Brown
L Fletcher
J C Goold
L A Lally
P Lally
H Land
J C Patrick (ex-officio)
C M Tideswell
D K Watts
R D Willimott

Apologies for absence were received from Councillors P J Owen and J M Owen.

15 DECLARATIONS OF INTEREST

There were no declarations of interest.

16 MINUTES

The minutes of the meeting held on 29 June 2021 were confirmed and signed as a correct record.

17 DISABLED FACILITIES GRANT STAFFING

The Committee noted that there had been an increase in the capital allocation awarded to district councils from central government for Disabled Facilities Grants (DFGs) resulting in a number of discretionary grant schemes being introduced, as well as the continuation of mandatory DFGs.

Due to the complex nature and the lengthening time for grants to be processed and the waiting time for potential grant applicants, additional resources were required within the team that deal with these applications.

RESOLVED that:

- 1. The permanent appointment of the temporary Grants Case Worker (0.6 FTE) be approved.**
- 2. The appointment of a second Grants Officer be approved.**

18 UPDATE ON THE ACTION PLAN FOR THE WELLBEING OF EMPLOYEE MENTAL HEALTH

The Committee noted the progress made in respect of the action plan for the wellbeing of employee mental health.

19 ORGANISATIONAL DEVELOPMENT STRATEGY UPDATE

The Committee noted the progress made in respect of the Organisational Development Strategy.

20 PERFORMANCE MANAGEMENT -REVIEW OF BUSINESS PLAN PROGRESS-SUPPORT SERVICES -HUMAN RESOURCES-OUTTURN REPORT 2020/21

The Committee noted the progress made in achieving the Human Resources Key Tasks within the Resources Business Plans and the outturn performance indicators for 2020/21.

21 WORK PROGRAMME

The Committee consider the Work Programme.

RESOLVED that the Work Programme be approved subject the addition of the Job Evaluation scheme, Agency Staff cost and Staff running cost be added to the Work Programme.

22 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 involve the likely disclosure of exempt information as defined in paragraphs 1, 2, and 3 of Schedule 12A of the Act.

23 EMPLOYMENT MATTERS

RESOLVED as per the recommendation.

24 APPLICATION FOR VOLUNTARY REDUNDANCY/RESTRUCTURE OF HR SERVICE

RESOLVED that:

- 1. The request for voluntary redundancy be approved.**
- 2. The HR restructure be approved.**

25 USE OF CHIEF EXECUTIVE'S URGENCY POWERS TO APPLY A MARKET SUPPLEMENT AND CONVERT FOUR AGENCY ROLES TO TEMPORARY POSTS.

The Committee NOTED the report.

26 REVIEW OF SENIOR MANAGER POSTS

RESOLVED that the proposed re-evaluation of the senior managers' roles as detailed within the report be approved subject to the removal and separate review of the Monitoring Officer role.

27 USE OF CHIEF EXECUTIVE'S URGENCY POWERS TO GRANT VOLUNTARY REDUNDANCY

The Committee NOTED the report.