

PERSONNEL COMMITTEE

TUESDAY, 22 MARCH 2022

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

Councillors: M Brown
J C Goold
T Hallam (substitute)
L A Lally
P Lally
H Land
P J Owen
J M Owen
P Roberts-Thomson (substitute)
H E Skinner (substitute)
C M Tideswell
R D Willimott

Apologies for absence were received from Councillors M Hannah, L Fletcher and D K Watts.

40 **DECLARATIONS OF INTEREST**

There were no declarations of interest.

41 **MINUTES**

The minutes of the meeting held on 30 November 2021 were confirmed and signed as a correct record.

42 **REFERENCES**

42.1 **LOCAL JOINT CONSULTATIVE COMMITTEE**

The Committee noted the Market Supplement Policy in order to reflect changes that may occur as a result of a post being reviewed under the Evaluation and Re-evaluation of Posts policy.

RESOLVED that the amended Market Supplement Policy be approved.

42.2 **LOCAL JOINT CONSULTATIVE COMMITTEE**

The Committee considered the introduction of a new Career Break Policy.

RESOLVED that the introduction of the Career Break Policy be approved.

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

The Committee consider the proposal to create an additional Senior Team Leader role within the Refuse and Cleansing structure within the Environmental Services Department.

It was noted that the demands on the service areas had increased in terms of house building, increased tonnages and the garden waste customers base. As the service had grown the management arrangements had come under increasing pressure.

This is a service area that would continue to grow. The creation of a new Senior Team Leader role will provide the necessary support and resilience within the service.

RESOLVED that a new Senior Team Leader role is created within the refuse and cleansing structure of the Environmental Services Department.

44 MARKETS OFFICER

The Committee considered the request to establish a Markets Officer 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 of the current post holder had been very well received, with the Beeston Markets performing strongly and further market development activities being replicated in Stapleford, Kimberley and Eastwood.

RESOLVED that role of Markets Officer be made permanent, given car user status and added to the establishment.

45 REVIEW OF DOMESTIC VIOLENCE AND PRIVATE SECTOR CO-ORDINATOR OFFICER POSITION

Members noted the proposal for 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.

Reducing domestic violence is a key objective for Broxtowe under the Community Safety priority. Consideration has been given to the future of the role and its best fit within the organisation.

RESOLVED that the creation of the role of Senior Communities Officer (Violence and Domestic Abuse) be approved and that the private sector accommodation co-ordination duties of the existing domestic violence officer be retained within the Housing Options team in a full time Housing Options Officer (private sector) position.

46 WORKFORCE PROFILE 2020/21

Members were provided with an analysis of the workforce for Broxtowe Borough Council in 2020/21. The workforce profile was an annual report which covers areas such as recruitment, the workforce, employment issues and health and safety. It provides an opportunity for the Council to compare with previous years to see how the Council is progressing.

47 CARERS IN EMPLOYMENT PLEDGE

The Committee noted the new accreditation on the Carers in Employment Pledge. The purpose of signing the Pledge was to acknowledge and support informal carers within the Council.

48 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, and 2 of Schedule 12A of the Act.

49 REVIEW OF MONITORING OFFICER GRADE

RESOLVED that the post of Monitoring Officer be put forward for re-grading to a CO3 position within Broxtowe's pay system.

50 SETTLEMENT AGREEMENT PROPOSAL

RESOLVED that option B be approved.