

## PERSONNEL COMMITTEE

MONDAY, 18 NOVEMBER 2019

Present: Councillor M Hannah, Chair.

Councillors: L Fletcher  
J C Goold  
L A Lally  
P Lally  
H Land  
P J Owen  
J M Owen  
J C Patrick  
R S Robinson  
P D Simpson  
D K Watts  
R D Willimott

An apology for absence was received from Councillor M Radulovic MBE.

### 7 DECLARATIONS OF INTEREST

There were no declarations of interest.

### 8 MINUTES

The minutes of the meeting held on 6 September 2019 were confirmed and signed as a correct record.

### 9 REFERENCE

1 October 2019  
Environmental Services Review

The Committee considered a reference from the Environment and Climate Change Committee which sought approval for the implementation of a revised structure for Environmental Services.

An amendment was proposed by Councillor L Fletcher and seconded by Councillor P J Owen that the item be deferred until the next meeting in order for updated information to be submitted. On being put to the meeting the amendment was defeated.

**RESOLVED that the revised structure for the Environmental Services section, as set out in appendix 2 of the report, be approved.**

10 INTERNAL COMMUNICATIONS AND ENGAGEMENT

The Committee noted a report on internal communications and employee engagement initiatives at the Council. It was queried as to whether there was sufficient engagement with staff over mental health issues, members were informed that the Mental Health Champions Group held regular meetings to determine the requirements of employees over such matters. The Chair gave a commitment to the Committee that the good work that derived from the Mental Health Working Group would feed into the relevant groups.

11 ORGANISATIONAL DEVELOPMENT

The Committee considered a report which outlined potential areas for future discussion before watching a video presentation from Simon Sinek called 'First Why and then Trust'.

Members queried whether there were new areas of work included within the proposals contained in the report. Officers replied that the Council was building on strong foundations but there were a number of areas that were in need of modification. The Committee was informed that an organisational development strategy would be organised.

**RESOLVED that the areas of work contained within the appendix to the report be approved.**

12 PERFORMANCE MANAGEMENT - BUSINESS PLAN PROGRESS SUPPORT SERVICE AREAS - HUMAN RESOURCES

The Committee was updated on the progress against outcome targets identified in the Community Safety and Health Business Plan, linked to Corporate Plan priorities and objectives. Members queried the sickness figures and requested that a more detailed report be submitted to a future meeting. The report would contain a departmental breakdown, long-term and short-term figures in addition to clarification on referrals to occupational health.

13 WORK PROGRAMME

Members considered the Work Programme and agreed to add reports on Sickness Figures and Veterans' Access to Interviews.

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

14 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.**

15 REFERENCE - ENVIRONMENTAL SERVICES REVIEW

The Committee noted the confidential appendix to the report for the item considered earlier in the meeting.

16 APPLICATION FOR VOLUNTARY REDUNDANCY

**RESOLVED that the request for voluntary redundancy be approved.**