

## **Personnel Committee**

### **Minutes of the Meeting held on 27<sup>th</sup> February 2017 at 10.00am in the Conference Room, Ground Floor at County Hall**

#### **Present:**

Mr C Jordan (Chairman)  
Mr G Nobbs  
Mr A Proctor  
Mrs A Thomas

#### **Substitute members present:**

Mr J Childs (for Mr T Coke)

#### **Also Present:**

|                   |  |
|-------------------|--|
| Mr R Graham-Leigh | Reward Manager/ Acting Human Resources Manager |
| Ms K Haywood      | Democratic Support and Scrutiny Manager        |
| Mrs A Sharp       | Acting Head of Human Resources                 |
| Dr W Thomson      | Managing Director                              |

#### **1. Apologies**

- 1.1 Apologies for absence were received from Mr T Coke (Mr J Childs substituted).

#### **2. Minutes of the Meeting Held on 5<sup>th</sup> December 2016**

- 2.1 The minutes of the meeting held on 5<sup>th</sup> December 2016 were agreed as a correct record and signed by the Chairman.

#### **3. Declarations of Interests**

- 3.1 There were no interests to declare.

#### **4. Pay Policy Statement 2017-18**

- 4.1 The annexed report (4), and the addendum to the report, by the Acting Head of Human Resources was received.
- 4.2 The Committee noted the addendum to the report which outlined, by way of context, some proposed changes to legislation, which would affect public sector employment. It described changes to the way intermediaries legislation (IR35) would be applied to off-payroll working in the public sector from 6 April 2017.
- 4.3 In response to an issue raised regarding the impact on agency social workers, the Committee noted that there would be little financial benefit for many to retain their self-employed status. The County Council were actively in dialogue with a number of agency social workers to encourage them to convert to direct

employment with the Council.

- 4.4 The Committee noted the issues raised in the addendum to the report and discussed the likely impact on the County Council.

4.5 **RESOLVED:**

The Committee reviewed the draft Statement at Appendix 1 of the report and recommends the final version to full Council ready for publication.

The meeting concluded at 10.15am

**CHAIRMAN**