

Personnel Committee

Minutes of the Meeting held on 25 February 2014 at 11.00 am in Room 519 at County Hall

Present:

Mr G Nobbs (Chairman)
Mr B Borrett
Mr R Coke
Mr C Jordan
Dr M Strong

Also Present:

Ms A Gibson	Managing Director (Acting)
Mrs A Sharp	Acting Head of Human Resources
Mrs S Farrell	Democratic Support Manager
Mr R Graham-Leigh	Reward Manager/ Acting HR Manager
Mr T McCabe	Interim Director of ETD

1. Apologies

There were no apologies.

2. Declarations of Interests

There were no interests to declare.

3. Minutes of the Meetings Held on 22 November and 2 December 2013

The minutes of the meetings held on 22 November and 2 December 2013 were agreed as a correct record and signed by the Chairman.

4. Senior Management Structure in Environment, Transport and Development Department (ETD)

4.1 The Committee received a report from the acting Director of Environment, Transport and Development, in consultation with the Acting Managing Director, proposing changes to the current senior management structure of Environment, Transport and Development Department from April 2014. These changes resulted in a reduction of two roles and were subject to staff consultation. There needed to be a ring fenced internal member appointment process for two posts which would see significantly revised responsibilities in the proposed structure.

4.2 During discussions the following key points were made:

- It was confirmed that these changes had arisen in response to the need to identify greater efficiencies in the service and not as part of the Council's overriding senior manager review.
- It was explained that the posts being created pulled together two roles into one single Assistant Director job.

- The membership of the Appointment Panels should follow the relevant proportional representation for such meetings.
- Mr Borrett proposed that he and Mr Jordan be put forward as representatives for the Conservative group representatives on the Appointment Panels.

RESOLVED that

- i) the grade of the Assistant Director – Highways and Transportation as Scale Q be approved.
- ii) the grade of the Assistant Director – Planning and Environment as Scale P be approve.
- iii) following the usual, proportional representation for such meetings, five members would sit on the Appointment Panels for the two posts, which would be subject to an internal appointment process, noting that the Acting Head of Human Resources would consult with the Group Leaders on their nominee(s) for the Appointments Panels, in due course.
- iv) minor changes arising from the consultation and not affecting the grades be agreed by the acting Head of HR and the relevant Cabinet Member (Mr David Harrison).

5 Local Government Pension Scheme 2014

5.1 The Committee received a report from the Acting Head of HR.

5.2 During discussions the following key points were made:

- Members were advised that the Corporate Resources Overview and Scrutiny Panel had requested that this matter be a standing item of consideration for this Committee, to ensure that members were fully informed.
- It was suggested that there might be a disincentive for some officers to work overtime, because of the proposed changes. In response, it was noted that overtime might not suit all officers or might not be available to them at their grade, given recent changes to working practices arising from the Modern Reward Strategy.
- It was confirmed that there was no unlawful discrimination arising from the proposals; all staff at the same grade were treated equally.
- Members noted that the County Council had no discretion as regards implementing these proposals, however, they did bring about significant improvements for both the workforce and the authority, therefore, it was appropriate that this Committee was notified of the changes.
- On the separate matter of the Fire Fighters' scheme, query was raised as to progress. In reply, it was confirmed that protests were ongoing and the final Regulations had not yet been published. Discussions were ongoing regarding the level of contributions payable but any delay in implementation would only be considered appropriate if the complexity of changes impacted on the time and work needed to test the scheme in terms of software. The Council was, however, lobbying government on the matter and discussions were ongoing at regional employer level and through all necessary HR routes.

RESOLVED That the report be noted.

At this point the Managing Director (Acting) left the room.

6. Exclusion of Public

6.1 The Personnel Committee was advised, with regard to the approval of the exempt minutes of the meeting held on 22 November, the Committee should consider whether to exclude the public for the consideration of this information.

6.2 RESOLVED

That the exempt minutes for the meeting held on 22 November 2013 be agreed and signed, subject to a minor amendment, by the Chairman.

The meeting concluded at 11.35 am.

CHAIRMAN