

## **Personnel Committee**

### **Minutes of the Meeting held on 2 September 2013 at 2.00 pm in Room 519 at County Hall**

#### **Present:**

Mr R Coke (*who as Vice-Chairman was in the Chair in the absence of Mr Nobbs who had given his apologies for the meeting*)

Mr C Jordan

Dr M Strong

#### **Substitute Members:**

Mrs J Leggett for Mr B Borrett

Mrs C Walker for Mr G Nobbs

#### **Observer Present:**

Mr R Bearman

#### **Also Present:**

Mr R Graham-Leigh

Mrs A Sharp

Mr T Shaw

Reward Manager

Acting Head of Human Resources

Committee Officer

#### **1. Apologies**

Apologies for absence received from Mr B Borrett and Mr G Nobbs.

#### **2. Minutes**

The minutes of the previous meeting held on 10 June 2013 were agreed as a correct record and signed by the Chairman.

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

Mrs J Leggett declared an "Other Interest" in that she was Chairman of Governors at White Woman Lane School.

Mrs C Walker declared an "Other Interest" in that she was a Member of the GMB union.

#### **4. Senior Management Review**

The Committee received a report from the Acting Head of HR which clarified the remit of the Personnel Committee in respect of the Senior Management Review that was being undertaken by the Managing Director.

#### **RESOLVED**

That the report be noted.

## **5. Exclusion of Public**

The Acting Head of Human Resources presented the Public Interest Tests, as required by the 2006 Access to Information Regulations, for the consideration of the Committee as follows:

Items 7 & 8

These reports included sensitive information relating to the terms of employment of county council employees. The release of this information would prejudice possible forthcoming negotiations and would therefore not be in the public interest. This assessment had been reached in light of the guidance provided by the Head of Law.

### **RESOLVED**

That the reports at items 7 & 8 be excluded from public discussion and disclosure.

## **7. Living Wage**

The Committee received a report from the Acting Head of Human Resources which summarised considerations to date on whether the Council should commit resources at this time to explore possible approaches to a Living Wage Policy.

After having very carefully considered all the factors mentioned in the report, it was

### **RESOLVED**

That the position taken in December 2012 not to commit resources at this time to explore possible approaches towards the Living Wage Policy should remain unchanged, subject to a watching brief being kept on the situation and the position being reviewed in 12 months time.

## **8. Pay Negotiations**

The Committee received a report from the Acting Head of Human Resources about the latest position of the 2013 locally-determined pay awards.

### **RESOLVED**

To agree to a minor change to the local negotiation arrangements for the annual pay review process and to note the latest position of the 2013 locally-determined pay awards, and comments received from UNISON.

The meeting concluded at 2.50pm.

**CHAIRMAN**