



Employment Committee

**Minutes of the Meeting Held on 28 October 2021 at
1pm in the Council Chamber, County Hall**

Present:

Cllr Andrew Proctor (Chair)
Cllr Graham Plant (Vice-Chair)

Cllr Tony Adams
Cllr Shelagh Gurney
Cllr Steve Morphew

Cllr Saul Penfold
Cllr Tony White

Also Present:

Andrew Brett	Senior Lawyer (Public Law & Standards)
Gavin Cooke	Strategic HR Business Partner - Children's Services
Emma Cooper	Business Design & Change manager
Hayley Griffin	Assistant Director, Children's Social Care
Sara Shirtcliff	Director for People
Sara Tough	Executive Director Children's Services
Phil Watson	Director of Children's Social Care

1. Apologies for Absence

1.1 Apologies were received from Cllr Stuart Clancy (Cllr Shelagh Gurney substituting) and Cllr Carl Smith (Cllr Tony White substituting).

2. Minutes

2.1 The minutes of the meeting held on 26 November 2020 were agreed as an accurate record and signed by the Chairman.

3. Declarations of Interest

3.1 No interests were declared.

4. Items of Urgent Business

4.1 There were no items of urgent business.

5. Exclusion of the public

- 5.1 The committee heard the conclusions of the public exemption test.
- 5.2.1 Cllr Morpew raised his concerns with item 6, “Remuneration arrangements to support recruitment and retention of Family Assessment and Safeguarding Team (FAST) Social Workers” being excluded from the public. He understood why some aspects of the report should be considered in private, however felt that the matter to be discussed was a matter of public interest. He believed that the Committee could discuss the report in public without discussing the full details behind the report considered as “below the line” such as financial details.
- 5.2.2 The Chairman concluded that if some of the information in the report needed to be considered as “below the line” then the whole report should be.
- 5.3 With 5 votes for and 2 votes against from Cllrs Penfold and Morpew the Committee **RESOLVED** to exclude the public for consideration of item 6, “Remuneration arrangements to support recruitment and retention of Family Assessment and Safeguarding Team (FAST) Social Workers” and item 7, “exempt minutes of the Meeting held on 26 November 2020”.

Summary of minute excluded from public deposit

6. Remuneration arrangements to support recruitment and retention of Family Assessment and Safeguarding Team (FAST) Social Workers

- 6.1 The Committee considered the confidential report by the Executive Director of Children’s Services.
- 6.2 The Committee **RESOLVED**
- To agree recommendations 1-3 as set out in the report
 - To make an amendment to the policy as detailed in the exempt minutes

7. Exempt Minutes of the Meeting held on 26 November 2020

- 7.1 The exempt minutes of the meeting held on 26 November 2020 were **agreed** as an accurate record and signed by the Chairman.

The meeting concluded at 15:10

Chair