

PERSONNEL PANEL

MINUTES OF MEETING HELD ON 16 NOVEMBER 2006.

Present: Councillors Mrs C A Giel (Chairman); H Branney; Mrs Y R T Clarkson; K H Hitchen; N Williams.

Apologies for absence were received from Councillors M J Ashbrook and N Clarkson.

Also in attendance: Councillor Anne Bradshaw.

Officers: H Mitchell, Head of Policy and Performance; M Jepson, Head of Legal and Democratic Services; L Gleed, Human Resources Manager; T Capper, Democratic Services Manager; M Tichford, Head of Regeneration; C Shackley, Human Resources Officer.

Minutes

The minutes of the meeting held on 18 October 2006 were signed by the Chairman as a correct record.

PER 9 Draft Retirement Policy

The Panel considered a draft Retirement Policy for Council employees, which took account of new employees' rights and employers' duties contained in the Employment Equality (Age) Regulations 2006.

RESOLVED – that the draft policy be agreed, subject to changes to wording in Appendices 1 and 2, to be finalised by the Human Resources Manager under delegated authority.

PER 10 West Cumbria Strategic Partnership Establishment

The Panel considered the proposed Job Profile for a new post of Public Service Delivery of the West Cumbria Strategic Partnership. This post would, as with other WCSP employees, be on the Council establishment as the Council acted as the employer for all WCSP posts.

The Panel was invited to note certain other changes to the terms and conditions of WCSP posts which had been implemented with the agreement of the WCSP Board.

RESOLVED – that (a) the job profile for the new post be agreed and added to the establishment of the West Cumbria Strategic Partnership; and

(b) the Panel notes other recent changes to WCSP posts implemented with the agreement of the WCSP Board.

PER 11 Neighbourhood Management Support Officer

The Panel considered a draft Job Profile for the post of Neighbourhood Management Support Officer.

RESOLVED – that the Job Profile be agreed.

PER 12 Exclusion of Press and Public

RESOLVED - That pursuant to Section 100(A)(4) of the Local Government Act, 1972, as amended, the press and public be excluded from the meeting for the following items of business on the grounds of likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A to the Act.

PER 13 Building Control Revised Structure

Further to the decisions of the Executive in July on Building Control, the Panel considered further proposals for changes to the structure for implementation should the partnership with Allerdale BC not be progressed.

RESOLVED – that the proposal for retention of a Principal Building Control Officer post in Option 1 be approved.

PER 14 Doorstep Collections – TUPE Transfer and Potential Redundancy

The Panel considered the background to the transfer of the Doorstep Collection service to the Council under the TUPE Regulations, and the potential redundancy situation which had been declared as a result.

RESOLVED – that (a) Personnel Panel notes the background to the TUPE Transfer and,

(b) endorses the action taken to declaration a potential redundancy situation in respect of one position.

PER 15 Scrutiny Support Officer

The Panel considered proposals for a revised Job Profile for the post of Scrutiny Support Officer in Democratic Services which reflected changes in the duties of the post since 2003, and for the re-grading of the post from Scale 4/5 to SO1.

RESOLVED – that (a) the Personnel Panel agrees the revised Job Profile and re-grading of the post to SO1; and

(b) Budget Working Party and Executive be asked to agree as soon as possible to the funding of the re-grading in the base budget for 2007/08 to enable the post to be advertised and filled.

The meeting closed at 4.15 pm

Chairman