

PERSONNEL PANEL

MINUTES OF MEETING HELD ON 8 NOVEMBER 2011

Present: Councillors Paul Whalley (Chairman); John Bowman; Margarita Docherty; Keith Hitchen; Lena Hogg; Michael McVeigh; Alistair Norwood; Robert Salkeld.

Officers: Darienne Law, Head of Corporate Resources; Angela Brown, Interim Finance Manager (Item 6); Len Glead, Human Resources Manager; Tim Capper Democratic Services Manager; Tracey Emerson-Jewkes, HR Officer; Colette Shackley, HR Officer.`

Apologies for Absence: Councillors John Fallows; Dave Smith; Felicity Wilson

PER 08 Minutes

RESOLVED – That the minutes of the meeting held on 30 August 2011 be signed by the Chairman as a correct record

PER 09 Recruitment of Financial Services Manager

The Panel considered the present position on the vacant position of Financial Services Manager, which had been advertised twice without attracting suitable candidates. The post also carried responsibility for being Deputy S151 Officer. The Panel considered and discussed a report containing proposals for adding a market factor supplement of up to 2 spinal column points and a 10% salary supplement in recognition of Deputy S151 officer.

RESOLVED - that proposals set out in the report for adding a market factor supplement and a 10% salary supplement be agreed and implemented.

PER 10 Job Share Policy

The Panel considered a draft Job Share Policy which was intended to regularise and update existing policy on job sharing.

RESOLVED – that the proposed policy be agreed and recommended to Executive for approval.

PER 11 Change Management Policy

The Panel considered a draft policy for managing the human resources aspects of organisational change effectively, including minor change, significant change and procedures for managing assimilations, redundancies and redeployments.

The Panel received and noted the consultation response received from the Unison trade union.

RESOLVED - that the draft policy be agreed and recommended to Executive for approval.

PER 12 **Exclusion of Press and Public**

RESOLVED - that the press and public be excluded for the remaining items of business in view of the likely disclosure of exempt information as defined in paragraph 7 of Part I of Schedule 12A of the Local Government Act 1972 as amended.

PER 13 **Review of Car Allowances Scheme**

The Panel considered a report updating Members on the current position on negotiations with the Trades unions on a local agreement on introduction of a revised version of the Council’s Car Allowances Scheme with a view to finding budget savings. The preferred model was shown as Option 4 in Appendix 3 to the report.

The Panel received an update to the effect that one of the trade unions had indicated that it was not prepared to accept a departure from existing arrangements. In view of this it was

RESOLVED – that a further report be submitted to a future meeting on a local agreement as a result of further negotiations, or alternatively proposals for dismissal and re-engagement of the relevant employees.

The meeting closed at 4.10 pm.

Chairman

Date