

PERSONNEL COMMITTEE

7 March 2005

Attendance:

Councillors:

Cook (Chairman) (P)

Allgood (P)
Beckett (P)
Bennetts (P)
Coates (P)
Goodall

Learney (P)
Merritt (P)
Nelmes (P)
Read
Rees (P)

Others in attendance who addressed the meeting:

Councillors Busher and Davies

918. **APOLOGIES**

Apologies were received from Councillors Goodall and Read.

919. **MINUTES**

RESOLVED:

That the minutes of the previous meeting of the Committee held on 15 November 2004 (less exempt item) be approved and adopted.

920. **PUBLIC PARTICIPATION**

There were no questions asked or statements made.

921. **PENSION POLICY**
(Report PER84 refers)

Responding to questions, the Director of Personnel reminded Members that the proposals would provide the necessary flexibility regarding any future retirements in the interest of the efficiency of the service but that the exercise of the discretion would still have to be considered and justified in each case. The proposals would also ensure that the Council remained in line with neighbouring Authorities regarding pension policies.

The Director advised that UNISON had yet to submit comments regarding the proposals.

RESOLVED:

1. That the recommendations as set out in section 4 and appendix 1 of the report be accepted.

2. That the Director of Personnel be authorised to implement the changes to the policy subject to consultation with UNISON.

922. **PERSONNEL DEPARTMENT - PERFORMANCE MONITORING**
(Report PER83 refers)

The Director of Personnel informed Members of the work being undertaken by the Council to raise its profile as an equal opportunities employer.

The Committee raised concern of the difficulties of recruitment of some professional vacancies within the Council. Recent examples of these were Planning Officers and Solicitors. Whilst welcoming some of the initiatives to assist with this matter, Members requested that the Workforce Strategy (currently being compiled for endorsement by Cabinet) explore these issues further and that the document be also considered by the Personnel Committee.

RESOLVED:

That Cabinet note the Committee's comments as detailed above.

923. **PERSONNEL DEPARTMENT DRAFT BUSINESS PLAN 2005/06**
(Report PER85 refers)

Following questions raised by Members, the Chief Executive confirmed that appropriate training would be provided for staff to take account of the structural changes that were taking place.

A Member suggested that the first page of the Business Plan would be easier to read if it were set out in columns. Furthermore, it was agreed that, in future, Section 7 of the Plan (Proposals for Public Consultation) should only include external consultation initiatives. Internal consultation exercises should be shown elsewhere in the Plan.

RESOLVED:

That Cabinet note the Committee's comments as detailed above regarding the draft Personnel Business Plan.

924. **EXEMPT BUSINESS**

RESOLVED:

That the public be excluded from the meeting during the consideration of the following items of business because it is likely that, if members of the public were present, there would be disclosure to them of 'exempt information' as defined by Section 100I and Schedule 12A to the Local Government Act 1972.

<u>Minute Number</u>	<u>Item</u>	<u>Description of Exempt Information</u>
925	Exempt Minutes of the previous meeting held on 15 November 2004 <ul style="list-style-type: none"> • Customer Service Centre Progress) Information relating to a particular) employee, former employee or) applicant to become an employee of,) or a particular office-holder, former) office-holder or applicant to become) an office-holder under the authority.) (Para 1 to Schedule 12A refers).)))
926	Winchester City Council Phase 3 Re-Organisation) Information relating to any) consultations or negotiations, or) contemplated consultations or) negotiations, in connection with any) labour relations matter arising) between the authority or a Minister of) the Crown and employees of, or) office-holders under, the authority.) (Para 11 to Schedule 12A refers).

925. **EXEMPT MINUTES**

RESOLVED:

That the exempt minutes of the previous meeting of the Committee held on 15 November 2004 be approved and adopted.

926. **WINCHESTER CITY COUNCIL PHASE 3 RE-ORGANISATION**
(Report PER90 refers)

The Committee considered a report that set out proposals for the third phase of re-organisation development for Winchester City Council (detail in Exempt Minute).

The meeting commenced at 6.30 pm and concluded at 8.15pm.