



Meeting	Personnel Committee
Date and Time	Monday, 4th March, 2019 at 6.30 pm.
Venue	Walton Suite, Guildhall, Winchester

AGENDA

Procedural items

1. Apologies

To note the names of apologies given and Deputy Members who are attending the meeting in place of appointed Members.

2. Disclosures of Interests

To receive any disclosure of interests from Members and Officers in matters to be discussed.

Note: Councillors are reminded of their obligations to declare disclosable pecuniary interests, personal and/or prejudicial interests in accordance with legislation and the Council's Code of Conduct.

If you require advice, please contact the appropriate Democratic Services Officer, prior to the meeting.

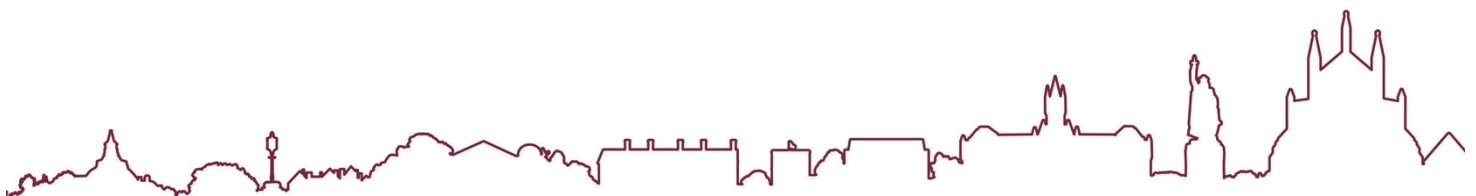
3. Minutes of the Previous Meeting held on 14 January 2019 (Less Exempt Minute) (Pages 5 - 6)

4. Chairman's Announcements

Business items

5. Organisational Development Performance Monitoring - Quarter 3 2018/19 PER321 (to follow)

6. EXEMPT BUSINESS



To consider whether in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

- i) To pass a resolution 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 100 (l) and Schedule 12A to the Local Government Act 1972.

7. **Exempt minute of the previous meeting held on 14 January 2019** (Pages 7 - 8)

L Hall
Head of Legal Services (Interim)

Members of the public are able to easily access all of the papers for this meeting by opening the QR Code reader on your phone or tablet. Hold your device over the QR Code below so that it's clearly visible within your screen and you will be redirected to the agenda pack.



22 February 2019

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**With the exception of exempt items, Agenda, reports and previous minutes are available on the Council's Website www.winchester.gov.uk*

MEMBERSHIP

Chairman: Read (Conservative)

Vice-Chairman: Cook (Conservative)

Conservatives

Berry
Weston

Liberal Democrats

Achwal
Bentote
Cutler

Deputy Members

Lumby

Murphy

Quorum = 4 members

DISABLED ACCESS:

Disabled access is normally available, but please phone Democratic Services on 01962 848 264 or email democracy@winchester.gov.uk to ensure that the necessary arrangements are in place.

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PERSONNEL COMMITTEE

Monday, 14 January 2019

Attendance:

Councillors
Read (Chairman)

Achwal
Bentote
Berry

Cook
Cutler
Weston

Others in attendance who addressed the meeting:

Councillor Godfrey (Portfolio Holder for Professional Services)

1. **DISCLOSURES OF INTERESTS**

Jamie Cann, Head of Human Resources (Interim), Athena Davies (Senior HR Business Partner) David Blakemore (Democratic Services Manager) all declared a personal interest in item 6 (Report PER319 – Report of the Chief Executive) as were employees of teams and directorates referred to within the proposals.

2. **MINUTES OF THE PREVIOUS MEETING HELD ON 22 NOVEMBER 2018**

RESOLVED:

That the minutes of the previous meeting of the Committee held on 22 November 2018 be approved and adopted.

3. **CHAIRMAN'S ANNOUNCEMENTS**

The Chairman made no announcements.

4. **ANNUAL PAY POLICY STATEMENT** (PER320)

The Head of Human Resources (Interim) introduced the Report and referred to clarification within the Policy of the matters referenced at paragraph 12 of the Report. Councillor Godfrey also reiterated that it was important for the Council to continue to have a well defined Pay Policy Statement.

RECOMMENDED:

**THAT THE PAY POLICY STATEMENT 2019/20 BE
ADOPTED.**

5. **EXEMPT BUSINESS: TO CONSIDER WHETHER IN ALL THE CIRCUMSTANCES OF THE CASE THE PUBLIC INTEREST IN MAINTAINING THE EXEMPTION OUTWEIGHS THE PUBLIC INTEREST IN DISCLOSING THE INFORMATION.**

RESOLVED:

1. That in all the circumstances, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

2. 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>
7	<ul style="list-style-type: none">• Report of the Chief Executive	<p>) Information relating to a particular individual. (Para 1 to Schedule 12A refers).</p> <p>) Information which is likely to reveal the identity of an individual. (Para 2 to Schedule 12A refers)</p> <p>) 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 4 to Schedule 12A refers)</p>

6. **REPORT OF THE CHIEF EXECUTIVE**
(PER319)

The Committee referred to a report that set out organisational development proposals (detail in exempt appendix).

The meeting commenced at 6.30 pm and concluded at 7.30 pm

By virtue of paragraph(s) 1, 2, 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

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