

PERSONNEL COMMITTEE

12 March 2018

Attendance:

Councillors:

Read (Chairman) (P)

Achwal (P)
Berry
Bentote (P)

Cook (P)
Cutler
Pearson (P)

Deputy Members:

Councillor Gemmell (Standing Deputy for Councillor Berry)

Others in attendance who addressed the meeting:

Councillor Godfrey (Portfolio Holder for Professional Services).

1. **MINUTES**

RESOLVED:

That the minutes of the previous meeting of the Committee held on 25 January 2018, less exempt minute, be approved and adopted.

2. **ORGANISATIONAL DEVELOPMENT PERFORMANCE MONITORING –
THIRD QUARTER 2017/18**
(Report PER312 refers)

Councillor Godfrey introduced the Report.

Members asked questions of the information presented and the responses given are summarised below:

- (i) Methods for the formal introduction of new staff to Members would be given consideration by the Interim Head of HR.
- (ii) The Chief Executive would give consideration to the contribution that Members could make at the All Staff Briefings.
- (iii) That to complement the formal meetings that took place quarterly between the recognised Trade Unions and management, consideration was being given to introducing Staff Forums. Staff Forums would allow staff representatives from each service area to exchange ideas with management and would help increase engagement with staff.

- (iv) The Interim Head of HR was requested to report to future Committee meetings if there were specific reasons for sickness that could be identified and also if specific reasons for leaving the organisation emerged from exit interviews.

RESOLVED:

1. That the Third Quarter 2017/18 Performance Monitoring figures for Organisational Development be noted.

2. That the attention of the Portfolio Holder be drawn to the request to report to future Committee meetings if there were specific reasons for sickness that could be identified (including by corporate area if possible) and also if specific reasons for leaving the organisation emerged from exit interviews.

3. **GENDER PAY GAP REPORT AS AT 31 MARCH 2017**
(Report PER313 refers)

Councillor Godfrey introduced the Report and stated that its findings represented a positive position and gave a good message that all staff were treated fairly.

Councillor Godfrey's comments were supported by the Committee.

RESOLVED:

1. The Office for National Statistics (ONS) Annual Survey of Hours and Earnings October 2017 that reports a mean Gender Pay Gap for the whole of the UK economy of 17.4% and median GPG of 18.4% be noted, and;

2. Winchester City Council's mean Gender Pay Gap of 12.41% which is below the national average and median of 7.28% and is significantly below the national average be noted.

3. That the mandatory gender pay gap figures for Winchester City Council as at 31 March 2017 be published by 30 March 2018.

4. **EXEMPT BUSINESS**

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>
##	Minutes of the previous meeting held on 25 January 2018: Organisational Development Employee Strategy Phase 1) Information relating to a particular individual. (Para 1 to Schedule 12A refers).))

5. **EXEMPT MINUTE**

RESOLVED:

That the exempt minute of meeting held on 25 January 2018 be approved and adopted.

The meeting commenced at 6.30pm and concluded at 7:10pm.

Chairman