

## Personnel Committee

Held at: Zoom - remote meeting

Date: Thursday, 4 February 2021

Present: Councillors Mrs Ann Berry, Danny Brook (Vice-Chair), Nicola Keen, David Monk (Chairman), Tim Prater and Rebecca Shoob

Apologies for Absence

Officers Present: Kate Clark (Case Officer - Committee Services), Sue Lewis (Committee Services Officer), Susan Priest (Chief Executive) and Andrina Smith (Chief HR Officer)

Others Present:

### 6. **Declarations of Interest**

There were no declarations of interest.

### 7. **Minutes**

The minutes of the meeting held on 17 September 2020 were submitted, approved and will be electronically signed by the Chairman.

### 8. **Employer supported volunteering policy**

The report presents a new policy to the Personnel Committee which is designed to provide our staff with the opportunity to undertake volunteering activities within our district.

Proposed by Councillor Rebecca Shoob  
Seconded by Councillor Danny Brooks and

#### **Resolved:**

- 1. To receive and note Report P/20/07.**
- 2. To approve the introduction of the Employer Supported Volunteering Policy.**

(Voting: For 6; Against 0; Abstentions 0)

9. **Pay Policy Statement 2021/22**

The report presents the pay policy statement for 2021/22 for approval and recommendation to council.

Proposed by Councillor Danny Brooks  
Seconded by Councillor Mrs Ann Berry and

**Resolved:**

1. **To receive and note Report P/20/08.**
2. **To recommend to council that it approve under S38(1) Localism Act 2011 the Pay Policy Statement appended to the report for 2021/22.**

(Voting: For 6; Against 0; Abstentions 0)

10. **Removal of the essential user allowance**

The report provides the committee with a proposal which removes the essential car user allowance and associated mileage rates for all staff (as per the commitment reached in the 2016/17 pay settlement), but also ensures that the few members of staff who do travel extensively across the district on council business are not heavily impacted in a negative way.

Proposed by Councillor David Monk  
Seconded by Councillor Danny Brooks and

**Resolved:**

1. **To receive and note Report P/20/09;**
2. **To remove the essential car user allowance on a phased 3 year basis with mileage reimbursed at HMRC rates from 1 April 2021;**
3. **To rename the current Cash Alternative Scheme as the Car Allowance Scheme from 1 April 2021.**
4. **To introduce a new level to the Car Allowance Scheme from 1 April 2021.**

(Voting: For 6; Against 0; Abstentions 0)