

## Personnel Committee

Held at:	Zoom – remote meeting
Date	Thursday, 4 June 2020
Present	Councillors Mrs Ann Berry, Danny Brook (Vice-Chair), David Monk (Chairman), Tim Prater and Rebecca Shoob
Officers Present:	Sue Lewis (Committee Services Officer), Susan Priest (Chief Executive) and Jemma West (Committee Service Specialist)

### 1. **Declarations of Interest**

There were no declarations of interest at the meeting.

### 2. **Minutes**

The minutes of the meeting held on 4 February 2020 were submitted, approved and signed by the Chairman.

### 3. **Appointment of the Joint Staff Consultative Panel 20/21**

It was agreed that Councillors Shoob, Monk and Brook be appointed as Members of the Joint Staff Consultative Panel (JSCP) for the municipal year 20/21.

### 4. **HR Annual Review (2019/20)**

The report presented a review of the HR function over the last financial year 2019-2020.

Proposed by Councillor Monk,  
Seconded by Councillor Mrs Berry; and

**RESOLVED:**  
**That Report P/20/01 be received and noted.**

(Voting figures: 5 for, 0 against, 0 abstentions).

5. **Gender Pay Gap reporting**

The report outlined the council's statutory obligations regarding the publication of gender pay gap data and provides the data for this reporting year.

Proposed by Councillor Monk,  
Seconded by Councillor Mrs Berry; and

**RESOLVED:**

**That report P/20/02 be received and noted.**

(Voting figures: 5 for, 0 against, 0 abstentions)

6. **Senior Management Restructure update**

The report provided the committee with an update on the senior management restructure at the council. It sought the committee's support for an amendment to the current performance arrangements for the Corporate Leadership Team and an amendment to the contractual job title relating to the Head of Paid Service.

Proposed by Councillor Monk,  
Seconded by Councillor Brook; and

**RESOLVED:**

1. **That Report P/20/03 be received and noted;**
2. **That the proposals to update the Corporate Director (Strategy) job title to become Chief Executive be agreed; and**
3. **That the amendment to the performance framework for the Corporate Leadership Team for the 2020/2021 financial year be agreed.**

(Voting figures: 6 for, 0 against, 0 abstentions).

7. **Head of Paid Service report**

The report from the Head of the Paid Service related to the adequacy of resources across the Council.

The Head of Paid Service gave an update regarding reopening council owned assets in light of restrictions being lifted following the pandemic situation.

Proposed by Councillor Monk,  
Seconded by Councillor Prater;

**RESOLVED:**

**That Report P/20/04 be received and noted.**

(Voting figures: 5 for, 0 against, 0 abstentions)

8. **Removal of the Essential User allowance**

The report provided the committee with a proposal to remove the essential car user allowance and associated mileage rates but also ensure that the few members of staff who travel extensively across the district are not heavily impacted in a negative way.

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Committee Members raised concerns about the costings in the report.

The Committee agreed that the report be deferred until further information could be provided with regard to the cost comparison figures.