



Minutes

Meeting PERSONNEL COMMITTEE

Date Wednesday 03 October 2018 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

Neil Clarke MBE (Chairman)
Keith Walker (Vice Chairman)

Maureen Dobson
Errol Henry JP
Rachel Madden
John Ogle

Sheila Place
Steve Vickers
Gordon Wheeler
Jonathan Wheeler
Yvonne Woodhead

OFFICERS IN ATTENDANCE

Sarah Ashton	Democratic Services Officer
Marjorie Toward	Service Director - Customers and HR
Gill Elder	Group Manager – HR
Sarah Stevenson	Group Manager for BSC
Helen Richardson	Senior Business Manager - WPOD
John Nilan	Team Manager Health & Safety

1. MINUTES OF THE LAST MEETING

The minutes of the meeting held on 25 July 2018, having been circulated to all Members, were taken as read and confirmed and signed by the Chairman.

2. APOLOGIES FOR ABSENCE

None

Membership changes:

Councillor Gordon Wheeler replaced Councillor John Handley on a permanent basis and Councillor Rachel Madden replaced Councillor Helen-Ann Smith for this meeting only.

3. DECLARATIONS OF INTEREST

None.

4. BUSINESS MANAGEMENT SYSTEM (BMS) – CONTRACT AWARD FOR 2ND LINE SUPPORT PARTNER AS PART OF THE REVIEW OF EXTERNAL SUPPORT ARRANGEMENTS FOR THE COUNCIL'S BMS

RESOLVED 2018/29

That the revised system support arrangements as set out in the report that will deliver a total of £314,000 savings with effect from 1 April 2018 through the end to end review of BMS support arrangements be agreed.

5. LAUNCH OF NEW CAREER DEVELOPMENT PORTAL

RESOLVED 2018/30

That the launch on 15th October and associated internal communications related to the career development portal be approved.

6. PROGRESS REPORT FOR THE COUNCIL'S NEW GRADUATE DEVELOPMENT PROGRAMME

RESOLVED 2018/31

- 1) That the continuation of an in-house graduate scheme building on the success of this year's programme.
- 2) That the Committee receive a further update report in 6 months' time.

7. SICKNESS ABSENCE PERFORMANCE TRENDS AND ONGOING ACTION FOR IMPROVEMENT

RESOLVED 2018/32

- 1) That the Committee receives updates regarding the revised Employee Health and Wellbeing Action Plan 2018/19.
- 2) That the Committee receive a further report on progress at the end of the second quarter of 2018/19 at November's Committee.

8. UPDATE ON NOTTINGHAMSHIRE COUNTY COUNCIL'S PARTICIPATION IN THE LEONARD CHESHIRE CHANGE 100 INTERNSHIP PROGRAMME 2018

RESOLVED 2018/33

That the progress of the scheme be considered and the Committee receives a further report on the options for delivery of an internship programme at the Council be agreed.

9. REPORT ON PROGRESS ON DISABILITY CONFIDENT ACCREDITATION

RESOLVED 2018/30

- 1) That the Committee agrees to the commitment to becoming an accredited Disability Confident employer, and this being included in the self-assessment process.
- 2) That the Committee receives a further report early in the New Year on the outcome of self-assessment and the action plan to determine whether we continue at that level of accreditation or the Council aims to become a Disability Confident Leader by the time of the next assessment.

10. UPDATE ON REVIEW OF FLEXIBLE WORKING

RESOLVED 2018/35

- 1) That the continued working with Timewise to ensure the Council can maximise the positive outcomes provided by flexible working opportunities be agreed.
- 2) That the production of an action plan which will enable the Council to continue to work towards accreditation as a Timewise employer be agreed.
- 3) That the Committee receives an updated report at the March 2019 Committee meeting.

11. NOTTINGHAMSHIRE COUNTY COUNCIL WORKFORCE PROFILE INFORMATION 2018

RESOLVED 2018/36

- 1) That the actions set out in paragraph 26 of the report were considered by the Committee and it was agreed no further action was required at this time.
- 2) That the publication of the annual Workforce Information Report 2018 on the Council's public website in compliance with the Council's statutory public sector duty be approved

- 3) That the Committee agrees to receive an annual update report setting out the situation as of April 2019 and that this be added to the work programme.

12. WORKING WELL TOGETHER EVENT

RESOLVED 2018/37

- 1) That the plan for publicity and actions of the Working Well Together Event on 29th November 2018 be approved.
- 2) That the Committee receives further information regarding the two remaining events as yet to be confirmed.

13. WORK PROGRAMME

RESOLVED 2018/38

That the work programme with an additional report regarding apprenticeships and work experience for Looked After & Care Leavers be accepted.

The meeting closed at 12.05pm.

CHAIRMAN