



minutes

Meeting **PERSONNEL COMMITTEE**

Date Wednesday 26 September 2012

membership

Persons absent are marked with 'A'

COUNCILLORS

Andy Stewart (Chair)
Michelle Gent (Vice-Chair)

A	John Allin	Kevin Rostance	Vincent
	Dobson	Mel Shepherd MBE	
A	Sybil Fielding	June Stendall	
		A Lynn Sykes	

OTHER COUNCILLORS IN ATTENDANCE

John Clarke

OFFICERS IN ATTENDANCE

Claire Dixon – Liberal Democrat Group Researcher
Gill Elder – Group Manager, Human Resources
Keith Ford – Senior Governance Officer
Claire Gollin – Group Manager, Human Resources
Mark Herring – Team Manager, Catering and Facilities Management
Jas Hundal – Service Director, Transport, Property and Environment
Kevin McKay – Group Manager, Catering & Facilities Management
James Silveston – Team Manager, Catering and Facilities Management
Mandy Steel – Group Manager, Human Resources
Marjorie Toward, Service Director - Human Resources and Customer Service
Michelle Welsh – Labour Group Researcher

Martin Sleath – Branch Secretary, Unison
Maggie Pilmore – Service / Conditions Officer, Unison

MINUTES

The minutes of the last meeting of the Committee held on 23 November 2011, having been circulated to all Members, were taken as read and were confirmed and signed by the Chair.

APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Sykes (apologies submitted – other reasons), Councillor Allin (apologies submitted – other Nottinghamshire County Council business) and Councillor Fielding (apologies submitted – medical / illness).

DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

None.

NOTTINGHAMSHIRE COUNTY COUNCIL WORKFORCE STRATEGY

RESOLVED 2012/008

That the Workforce Strategy be recommended to Policy Committee for approval.

FORMAL PERFORMANCE MANAGEMENT PROCEDURE

RESOLVED 2012/009

That section G9 (Capability / Performance Procedure) of the Personnel Handbook be removed and a revised Performance Management procedure (as set out in the appendix to the committee report) be introduced as Section E11 of the Personnel Handbook.

INVESTORS IN PEOPLE RE-ACCREDITATION

RESOLVED 2012/010

That the positive outcomes of the re-accreditation process and the on-going areas of development that the County Council was embarking on in relation to its workforce be noted.

SICKNESS ABSENCE PERFORMANCE AS AT 30 JUNE 2012

RESOLVED 2012/011

- a) That the current levels of performance and the trend of continuing performance improvement be noted.

- c) That the Employee Health and Wellbeing Action Plan for 2012/13 be endorsed.

EMPLOYEE HEADCOUNT INFORMATION

RESOLVED 2012/012

- a) That the employee headcount data contained within the committee report and the relative impact of redundancies and associated factors in mitigations, turnover and TUPE transfers on the overall number of employees be noted.
- b) That six monthly update reports on the Council's employee headcount information be submitted to the Committee.

FACILITIES MANAGEMENT PERFORMANCE REPORT

RESOLVED 2012/013

That the report be noted.

WORK PROGRAMME

RESOLVED 2012/014

That the Committee's work programme be noted.

The meeting closed at 11.38 am.

CHAIR

M_26Sep12