

Meeting PERSONNEL COMMITTEE

Date Wednesday 23<sup>rd</sup> September 2015 (commencing at 2.00pm)

**Membership**

Persons absent are marked with an 'A'

**COUNCILLORS**

Sheila Place (Chairman)  
Nicki Brooks (Vice Chairman)

Chris Barnfather  
Maureen Dobson  
Darren Langton  
John Ogle

Tony Roberts MBE  
Jacky Williams  
John Wilkinson

**OFFICERS IN ATTENDANCE**

Julie Brailsford	Assistant Democratic Services Officer
Gill Elder	Group Manager HR
Helen Fifoot	Team Manager Schools Catering
Brian Fitzpatrick	Unison
Claire Gollin	Group Manager HR
Shane Grayson	Group Manager Catering & Facilities
Jas Hundal	Service Director Transport, Property and Environment
Martin Sleath	Branch Secretary, Unison
Marje Toward	Service Director, HR and Customer Service
Rosamund Willis-Read	Group Manager for Quality

**MINUTES OF THE LAST MEETING**

The minutes of the meeting held on 1<sup>st</sup> July 2015, having been circulated to all Members, were taken as read and were confirmed and signed by the Chairman.

**APOLOGIES FOR ABSENCE**

There were no apologies for absence.

**MEMBERSHIP**

It was reported that Councillor Chris Barnfather had been appointed in place of Councillor Liz Yates and Councillor John Wilkinson had been appointed in place of Councillor Yvonne Woodhead.

## **DECLARATIONS OF INTEREST**

There were no declarations of interest.

## **OPTIMUM WORKFORCE LEADERSHIP – UPDATE ON OPERATION OF REVISED SERVICE**

Rosamunde Willis-Read, Group Manager for Quality and Claire Gollin, Group Manager HR, presented the report and update on the operation of the revised service.

### **RESOLVED 2015/020**

1. To agree a fixed term extension of the current service model, funded by the carry forward of grant balance up to 31<sup>st</sup> March 2017 in order to build on the newly created service model and continue to grow income generation opportunities. This would be subject to further in year review.
2. To agree the continuation of the current staffing establishment necessary to deliver this work on a temporary basis until 31<sup>st</sup> March 2017.

## **EMPLOYEE HEALTH & WELLBEING & SICKNESS ABSENCE PERFORMANCE UPDATE AS AT 30TH JUNE 2015**

A revised Appendix B was distributed during the meeting due to a typographical error.

### **RESOLVED 2015/021**

1. To note the current level of performance in respect of sickness absence levels and the on-going overall trend of continuous improvement.
2. To note the current and proposed actions which continue to be taken to improve employee health and wellbeing.

## **NOTTINGHAMSHIRE COUNTY COUNCIL WORKFORCE PLANNING INFORMATION AS AT 30<sup>TH</sup> JUNE 2015**

It was noted that paragraph 20 of the report was incorrect; the second highest reason for leaving was retirement and not voluntary redundancy as stated.

### **RESOLVED 2015/022**

1. To note the updated workforce planning information and trends contained within the report.
2. To note the relative impact of redundancies and associated mitigations, natural turnover, vacancy control and TUPE transfers on the overall number of employees.

3. To note the range of mitigation measures and support provisions which continue to be used to minimise the impact in respect of compulsory redundancies.

### **WORKFORCE INFORMATION 2015**

#### **RESOLVED 2015/023**

1. To note the information contained within the report.
2. To note the actions for improvement.
3. To approve the publication of the Workforce Information Report 2015 on the Council's public website.

### **OPERATIONAL REPORT – SCHOOLS & ACADEMIES CATERING AND FACILITIES MANAGEMENT SERVICES**

#### **RESOLVED 2015/0024**

To note the contents of the report.

### **WORK PROGRAMME**

#### **RESOLVED 2015/025**

That the Committee's work programme be noted.

The meeting closed at 3.30pm

### **CHAIRMAN**

23<sup>RD</sup> September 2015