



# Minutes

Meeting PERSONNEL COMMITTEE

Date Wednesday 31<sup>st</sup> January 2018 (commencing at 10.30am)

## Membership

Persons absent are marked with an 'A'

## COUNCILLORS

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

Richard Butler  
Jim Creamer  
Maureen Dobson  
Boyd Elliott  
Errol Henry

John Handley  
Sheila Place  
Helen-Ann Smith  
Jonathan Wheeler

## OFFICERS IN ATTENDANCE

Sarah Ashton	Democratic Services Officer
Marjorie Toward	Service Director - Customers and HR
Gill Elder	Group Manager - HR
Helen Richardson	Senior Business Partner - HR
Julie Foster	Group Manager – Business Support

## ALSO IN ATTENDANCE

Brian Fitzpatrick	Trade Union
Karen Eddy	Trade Union

## 1. MINUTES OF THE LAST MEETING

The minutes of the meeting held on 29<sup>th</sup> November 2017, having been circulated to all Members, were taken as read and confirmed and signed by the Chairman.

## 2. APOLOGIES FOR ABSENCE

Councillor Richard Butler replaced Councillor John Ogle for this meeting only, and Councillor Jim Creamer replaced Councillor Yvonne Woodhead for this meeting only.

### **3. DECLARATIONS OF INTEREST**

Councillor Neil Clarke MBE declared a private non-pecuniary interest in agenda item 8 – Negotiation Skills for Councillors – East Midlands Councils Worksop as potential attendee at the event.

### **4. REVIEW OF NOTTINGHAMSHIRE COUNTY COUNCIL'S PARTICIPATION IN LEONARD CHESHIRE CHANGE 100 INTERNSHIP PROGRAMME**

#### **RESOLVED 2018/01**

To agree that the Council will continue to participate in the Change 100 Programme, with an initial target of 4 interns for 2018/19.

### **5. THE BUSINESS SUPPORT REVIEW PROGRAMME**

#### **RESOLVED 2018/02**

To approve the revised Business Support Structure as set out in appendix A of the report.

### **6. REVISED INTEGRATED HUMAN RESOURCES, WORKFORCE PLANNING AND ORGANISATIONAL DESIGN STRUCTURE**

#### **RESOLVED 2018/03**

To approve the revised HR, Workforce and Organisational Development team structure as set out in the revised appendix with effect from 1<sup>st</sup> April 2018.

### **7. BUSINESS MANAGEMENT SYSTEM – CHANGE OF SUPPORT PARTNER**

#### **RESOLVED 2018/04**

To approve £314,000 of savings with effect from 1 April 2018 through the appointment of Rimini Street an alternative third line support partner for BMS and review the Council's second line support partner and arrangements.

### **CHAIRING**

Having declared a non-pecuniary personal interest in the following item, the Chairman took no part in the consideration of or voting on this item. The Vice-Chairman chaired the meeting for this item only.

## **8. NEGOTIATION SKILLS FOR COUNCILLORS – EAST MIDLANDS COUNCILS WORKSHOP – 7 FEBRUARY 2018**

### **RESOLVED 2018/05**

To approve the Chairman' of Personnel Committee's attendance at the East Midlands Councils' Negotiation Skills Workshop on 7 February 2018 at Pera Business Park, Melton Mowbray.

## **9. WORK PROGRAMME**

### **RESOLVED 2018/06**

Members agreed to add the following items to the work programme:

- Workforce strategy. (April or May 2018)
- Terms and Conditions changes. (May 2018, if all work has been completed)

## **ACKNOWLEDGEMENT TO STAFF**

The Committee wished to thank Claire Gollin- Group Manger HR (leaving the Authority) and Brian Fitzpatrick – Trade Union representative (retiring) for their support and wished them both well for the future.

The meeting closed at 11.08am.

**CHAIRMAN**