

minutes



Meeting PERSONNEL COMMITTEE

Date Thursday 7 July 2011 (commencing at 2.00 pm)

membership

Persons absent are marked with 'A'

COUNCILLORS

Andy Stewart (Chair)
Ken Rigby (Vice-Chair)

	John Allin		Kevin Rostance
A	Steve Carr	A	Carol Pepper
A	Jim Creamer	A	June Stendall
	Barrie Cooper		Lynn Sykes
	Keith Girling		

OFFICERS IN ATTENDANCE

Jody Bhoot – Security Architect
Gill Elder – Group Manager – Human Resources
Marjorie Toward, Service Director - Human Resources and Customer Service
Keith Ford – Senior Governance Officer

APPOINTMENT OF CHAIR

RESOLVED 2011/005

That the appointment of Councillor Andy Stewart as Chair of the Committee for the 2011/12 municipal year be noted.

APPOINTMENT OF VICE-CHAIR

It was highlighted that Councillor Steve Carr had resigned from the position of Vice-Chair but he would continue to be a Member of the Committee.

RESOLVED 2011/006

That Councillor Ken Rigby be appointed as Vice-Chair of the Committee for the 2011/12 municipal year.

MEMBERSHIP OF COMMITTEE

The membership of the Committee, as detailed above, was noted.

MINUTES

The minutes of the last meeting of the Committee held on 28 March 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 Councillors Carol Pepper (on other Nottinghamshire County Council business), Jim Creamer (on Gedling Borough Council business), Steve Carr (who had work commitments), Lynn Sykes and June Stendall.

DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

No declarations of interests were made.

REVISED E-MAIL AND INTERNET POLICY AND CODE OF PRACTICE

Jody Bhoot introduced the report and highlighted that revisions were required as a result of relevant changes in legislation, internal audit requirements and organisational changes in Information and Communication Technology.

In response to Members' queries, Mr Bhoot clarified the following issues:-

- in undertaking their duties, staff were still able to gain access to websites that would normally be blocked, subject to a business case for such access being justified;
- Members were able to make a request a Government Connect Secure Extranet (GCSx) e-mail account if they required the use of a secure, private network.

RESOLVED 2011/007

That the revised E-Mail and Internet Acceptable Usage Policy and Code of Practice be approved.

CHANGES TO EXISTING POLICY REGARDING RE-EMPLOYMENT OR RE-ENGAGEMENT OF FORMER EMPLOYEES

Marjorie Toward introduced the report which proposed revisions to the current policy following a referral from Pensions Committee seeking a set of criteria to be developed and applied when considering the re-employment of former employees. The policy sought to reflect the vacancy protocol process, whilst

ensuring a legally compliant, more consistent approach and underlined that HR advice needed to be sought in all cases where re-engagement was being considered.

In response to Members' queries, the following issues were clarified:-

- with regard to the abatement of pensions, the rules of the Pensions Fund would need to be changed accordingly. Pensions Committee would consider this issue, following approval of this policy by Personnel Committee. Members requested a case scenario be developed to illustrate the circumstances in which a pension abatement would be considered;
- the reference to a compromise agreement in section 3.7 of the policy related to cases in which there was potential for a legal challenge to the termination of the contract of employment as a means of settling any outstanding claims.

RESOLVED 2011/008

That the changes to the revised section C13 of the Personnel Handbook be approved and it be noted that a further report would be submitted to Pensions Committee for a decision on the specific issue of pension abatement.

SUMMARY OF SENIOR OFFICER REDUNDANCY COSTS FROM APRIL 2001 TO JUNE 2011

Marjorie Toward introduced the report which provided summary details of all senior officer voluntary and compulsory redundancies in the period April – June 2011. On this occasion, the report covered a single voluntary redundancy, from the post of Environment and Resources – Service Director, Finance and Trading.

RESOLVED 2011/009

That the information contained in the report regarding senior officer redundancies be noted.

EXCLUSION OF PUBLIC

RESOLVED 2011/010

That the public be excluded from the meeting during consideration of the remaining items in accordance with Section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighed the public interest in disclosing the information, as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A to the Act.

**EXEMPT APPENDIX TO SUMMARY OF SENIOR OFFICER REDUNDANCY
COSTS FROM APRIL 2011 TO JUNE 2011**

RESOLVED 2011/011

That the exempt information contained in the appendix to the report regarding senior officer redundancies be noted.

The meeting closed at 2.20 pm.

CHAIR

M_ 7 July 2011