

Meeting PERSONNEL COMMITTEE

Date Wednesday 12 March 2014 (commencing at 2.00 pm)

**Membership**

Persons absent are marked with an 'A'

**COUNCILLORS**

Sheila Place (Chairman)  
Nikki Brooks (Vice-Chairman)

Steve Carroll	Tony Roberts MBE
John Knight	John Wilmott
John Ogle	Liz Yates
A Ken Rigby	

**OFFICERS IN ATTENDANCE**

David Ebbage – Democratic Services  
Gill Elder – Group Manager, Human Resources  
Claire Gollin – Group Manager, Human Resources  
Jas Hundall – Service Director, Environment & Resources  
Sue Jeffery - Environment & Resources  
Christine Marson – Assistant Democratic Services Officer  
Marje Toward – Service Director, HR and Customer Service

Martin Sleath – Branch Secretary, Unison

**MINUTES OF THE LAST MEETING**

The minutes of the meeting held on 29<sup>th</sup> January 2014, having been circulated to all Members, were taken as read and were confirmed and signed by the Chairman.

**APOLOGIES FOR ABSENCE**

An apology for absence was received from Councillor Ken Rigby who was on Other County Council Business.

**DECLARATIONS OF INTEREST**

There were no declarations of interest.

## **PERFORMANCE REPORT – CATERING & FACILITIES MANAGEMENT SERVICES**

Jas Hundal presented the report to Members providing information on the performance of the Environment & Resources Department Facilities Management Services Period 9, 31 December 2013.

### **RESOLVED 2014/006**

That the contents of this report and the financial performance across Facilities Management are meeting the financial targets set for this period is noted.

## **SICKNESS ABSENCE PERFORMANCE AS AT 31 DECEMBER 2013**

Marje Toward provided a further quarterly update for Members about Nottinghamshire County Council's performance in relation to current levels of sickness across our workforce.

### **RESOLVED 2014/007**

- (1) That the on-going trend of continuous improvement be noted.
- (2) That the current level of performance in respect of sickness absence levels also be noted.

## **UPDATE ON JOB EVALUATION FOR CENTRALLY EMPLOYED AND SCHOOL BASED EMPLOYEES**

Marje Toward provided information to the Committee on Job Evaluation and Equal Pay Claims for both centrally employed and school based employees and to note the significant achievement in delivering this key objective.

### **RESOLVED 2014/008**

- (1) That the achievement of implementing job evaluation for both centrally and school based employees with little disruption to the County Council or schools through industrial action be recognised.
- (2) That the contribution of the recognised trade unions in working jointly to deliver this successful implementation and recognises the significant contribution of key individuals within this process be noted.

## **SUMMARY OF SENIOR OFFICER REDUNDANCIES FROM SEPTEMBER 2013 – MARCH 2014**

Marje Toward introduced the report to Members with a summary of senior officer redundancies from September 2013 to 31<sup>st</sup> March 2014.

## **RESOLVED 2014/009**

That the information that was presented to Members at the Committee be noted.

## **EMPLOYEE SURVEY OUTCOMES**

Marje Toward presented the report to Members of the outcomes and associated actions for improvement arising from the 2013 survey of Nottinghamshire County Council's direct workforce.

## **RESOLVED 2014/010**

- (1) That the results of the survey that had been communicated to employees via a series of dashboards set out in the appendix to the report be noted.
- (2) That the corporate actions were undertaken in response to the employee feedback received be noted.
- (3) That a further progress report to update Members on the delivery of actions for improvement at a future meeting of the Committee be noted.

## **WORK PROGRAMME**

Marje Toward informed members of two extra reports coming to the September 2014 meeting, Quarter 1 Sickness Figures and the Employer Resource Report

## **RESOLVED 2014/011**

That the Committee's work programme be noted with the above items being added to the September meeting.

The meeting closed at 2.40pm

**CHAIRMAN**

12<sup>th</sup> Mar 2014