

## **KENNET DISTRICT COUNCIL**

### **HUMAN RESOURCES COMMITTEE**

Minutes of the meeting of the Human Resources Committee held on Thursday  
13<sup>th</sup> November 2008 at 2.15pm in Room 1B, Browfort, Devizes

**PRESENT:** Councillor Mrs L Mayes – Vice-Chairman in the Chair

Councillor Mrs P Dow  
Councillor A P J Duck  
Councillor P Evans

Councillor Mrs J Triggs  
Councillor P Veasey  
Councillor Mrs S Zweck

#### **APOLOGIES**

Councillor R Parsons  
Councillor Mrs D'Arcy-Irvine

#### **Part 1**

#### **Items considered while the meeting was open to the public**

#### **35. MINUTES**

The minutes of the meeting held on the 11<sup>th</sup> September 2008 were confirmed as a correct record and signed by the Chairman.

#### **36. DISCLOSURES OF INTEREST**

There were no disclosures of interest.

#### **37. MOVE TOWARDS ONE COUNCIL FOR WILTSHIRE**

At the request of the Vice-Chairman the Head of Human Resources updated the committee on the implications for staff of the move to the new Wiltshire Council.

This included an assessment of staff morale and an explanation of the TUPE regulations and the effects of the equal pay legislation on the eventual grading of staff after transfer.

#### **38. CHANGE OF PAY DATE**

The Committee received a report by the Head of Human Resources on a change to the pay date for staff that would be transferring to the unitary Wiltshire Council. It was reported that, at a meeting of the Joint Consultative Group held prior to the meeting of the Committee, a collective agreement had been approved for the implementation of this

change for all Kennet's employees. Under the terms of the agreement, the pay date would change from the last day of the month to the 25<sup>th</sup> day of the month, with effect from April 2009.

**RESOLVED** That the collective agreement approved by the Joint Consultative Group be endorsed.

**39. THE LOCAL GOVERNMENT ACT 1972 – SECTION 100 (A) (4)**

**RESOLVED** That, in accordance with the provisions of the Section 100 (A) (4) of the Local Government Act 1972, the public be excluded for the business in minutes 39 to 42 on the grounds that it involves the disclosure of exempt information as defined in paragraphs 1 and 2 of Schedule 12A to the Act.

**40. RE-GRADING OF DESIGN ENGINEER**

The Committee considered report MS.HR.10 by the Director of Environment and Leisure Services.

**RESOLVED** That the post of Design Engineer be re-graded, as recommended in the report, with effect from 1st April 2008.

**41. RE-GRADING OF BROWFORT-BASED OFFICE CLEANERS**

The Committee considered report MS.HR.11 by the Director of Environment and Leisure Services.

**RESOLVED** That the posts of office cleaners based at Browfort be re-graded, as recommended in the report, with effect from 1st April 2008.

**41. RE-GRADING OF FOUR POSTS WITHIN THE WASTE STRATEGY AND ENFORCEMENT SECTION**

The Committee considered report MS.HR.12 by the Head of Waste Strategy and Enforcement.

**RESOLVED** That the four posts within the Waste Strategy and Enforcement Section referred to in the report be re-graded, as recommended, with effect from 1st April 2008.

**42. RE-GRADING OF FIVE POSTS WITHIN THE OPERATIONS SECTION**

The Committee considered report MS.HR.13 by the Director of Environment and Leisure Services.

**RESOLVED** That the five posts within the Operations Section referred to in the report be re-graded, as recommended, with effect from 1st April 2008.

Chairman  
12<sup>th</sup> February 2009