

## **KENNET DISTRICT COUNCIL**

### **HUMAN RESOURCES COMMITTEE**

Minutes of the meeting of the Human Resources Committee held on Thursday, 9<sup>th</sup> February, 2006 at 2.15 pm in Room 2, Browfort, Devizes

**PRESENT:** Councillor D. Campbell - Chairman

Councillor Mrs. J. Combe

Councillor A.P.J. Duck

Councillor Mrs. E.M. Hannaford-Dobson

Councillor Mrs. G. Rawlins

Councillor A.H. Still

Councillor C.R.W. Stone

Councillor Mrs. M.S.N. Taylor

Councillor P.N. Veasey

Councillor A. Wood

#### **PART 1**

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

##### **1. MINUTES**

The minutes of the meeting held on 17<sup>th</sup> November, 2005, were approved as a correct record and signed by the Chairman.

##### **2. DISCLOSURES OF INTEREST**

There were none.

##### **3. APPOINTMENT SUB-COMMITTEE**

The minutes of the meeting of the Appointment Sub-Committee held 21<sup>st</sup> December, 2005, were presented to the Committee.

#### **RESOLVED**

**THAT** the minutes be noted.

##### **4. MANPOWER STATISTICS**

The Committee received the report of the Head of Human Resources on manpower statistics.

Members' attention was drawn to the figures indicating a large increase in established staff but were reminded that this was due to a change in the Terms of Conditions of employees in Environment and Amenity Services.

Members gave consideration to the number of leavers in the year January 2004 to January 2005 and noticed that this was running at 25% of the Council's staff.

In response to a question the Head of Human Resources confirmed that in due course additional information may be available from leavers completing questionnaires issued three weeks after leaving the Council.

**RESOLVED**

**THAT** the report on manpower statistics be noted.

**5. THE LOCAL GOVERNMENT ACT 1972 SECTION 100A4**

**RESOLVED**

**THAT** in accordance with the provisions of Section 100A4 of the Local Government Act 1972 the public be excluded for the following items of business on the grounds that they involved the disclosure of exempt information as defined in paragraphs 1 and 2 of Schedule 12A to the Act.

**PART 2**

**Items considered whilst the meeting was closed to the public**

**6. VACANT POSTS**

The Committee considered the report of the Management Team recommending the deletion of a number of posts from the establishment.

Members debated the report in detail and it was moved and seconded that the post of Community Transport Officer be removed from those recommended for deletion. On being put to the vote this motion was lost.

The recommendations contained in the report were then moved and seconded and a recorded vote was requisitioned having regard to Council procedure rule No.15.0.5 and the proposal was carried by six votes in favour to four votes against with no abstentions.

The result of the recorded vote was as follows:-

## RECORDED VOTES UNDER COUNCIL PROCEDURE RULE 15.0.5

9/12/2006 Subject : Vacant Posts

Councillors Voting for the Proposal	Councillors Voting against the Proposal
Campbell D.	Duck A.P.J.
Combe Mrs. J.	Still A.H.
Hannaford-Dobson Mrs. E.M.	Taylor Mrs. M.S.N.
Rawlings Mrs. G.	Wood A.
Stone C.R.W.	
Veasey P.N.	

### 7. STAFFING CHANGES AS A RESULT OF THE INTRODUCTION OF DECRIMINALISED PARKING ENFORCEMENT

The Committee gave consideration to the report of the Director of Environment and Leisure (Designate) concerning the staffing levels required to implement the decision by the Council to introduce Decriminalised Parking Enforcement.

The Director (designate) lead Members in detail through the report emphasizing the expected income to be derived from the administration of Decriminalised Parking and indicating that the initial intention was that the introduction should be cost neutral. In addition the Council's consultants had in their financial modelling allowed a greater sum for the introduction of these changes than would in fact be the case.

The Trade Unions have been consulted on all the changes and were fully supportive of the proposals.

#### RESOLVED

**THAT** the recommendations set out at paragraph 8 of the report be adopted with the addition of the following:-

- (c) That a report on how the introduction of Decriminalised Parking has functioned be submitted to the appropriate Council Committee 12 months after its introduction.

### 8. REDUNDANCY SITUATION

The Committee considered the joint report of the Director of Resources and the Director of Environment and Leisure (designate) concerning a redundancy situation.

It was confirmed to Members that the staff involved and the unions had all been consulted and were not opposed to the proposals.

**RESOLVED**

**THAT** the recommendations set out at paragraph 10 of the report be adopted.

Chairman  
6<sup>th</sup> April, 2006