

KENNET DISTRICT COUNCIL
HUMAN RESOURCES COMMITTEE

Minutes of the meeting of the Human Resources Committee held on Thursday 16th
November 2006 at 2.15pm in Room 2, Browfort, Devizes

PRESENT: Councillor Mrs N G Rawlins – Chairman

Cllr D D Campbell
Cllr A P J Duck
Cllr P Richardson
Cllr Mrs M S N Taylor

Cllr Mrs J K Combe
Cllr A Molland
Cllr A H Still
Cllr P N Veasey

APOLOGY:

Cllr Mrs E M Hannaford-Dobson

PART 1

Items considered whilst the meeting was open to the public

28. MINUTES

The Minutes of the meeting held on 14th September 2006 were approved as a correct record and signed by the Chairman.

29. DISCLOSURES OF INTEREST

Members

There were no disclosures of interest from members.

Officers

All officers present declared a personal interest in agenda item 7 in that they were all members of the pension scheme but undertook to give impartial advice to members in accordance with the draft code of conduct for officers.

The officers present were the Chief Executive, the Director of Resources, Head of Human Resources and the Team Leader Democratic Services.

30. PAY AND GRADING REVIEW

The Head of Human Resources gave a verbal update to the committee on progress being made with regard to the pay and grading review. Members were reminded of the reason for undertaking the review and the fact that it was an extension of a process first initiated in 1995. The review was being undertaken in conjunction with Wiltshire County Council and was using the Greater London Provincial Council job evaluation scheme, as were most other councils in the southwest region.

The Head of Human Resources also explained to the committee the scoring system for the factors involved in the job evaluation process and answered a series of questions on the process from members.

RESOLVED:

THAT the report be noted.

31. EQUALITIES REPORT

The Head of Human Resources submitted a report on the results of the annual equal opportunities monitoring of the council's workforce. It also took account of the requirements of the Race Relations (Amendment) Act 2000 in respect of the workforce monitoring and other related equalities legislation and best practice.

Members consider the report in detail and asked a series of questions of the Head of Human Resources with respect to the figures set out in the report.

RESOLVED:

THAT the report be noted.

32. THE LOCAL GOVERNMENT ACT 1972-SECTION 100(A)(4)

RESOLVED:

THAT in accordance with the provisions of section 100(A)(4) of the Local Government Act 1972, the public be excluded for the following item of business on the grounds that that it involves the disclosure exempt information as defined in paragraph 4 of schedule 12A to the Act.

Part 2
item considered whilst meeting was closed to the public

**33. LOCAL GOVERNMENT (EARLY TERMINATION OF EMPLOYMENT)
(DISCRETIONARY COMPENSATION) (ENGLAND AND WALES) REGULATIONS
2006**

The committee considered a joint report by the Director of Resources and The Head of Human Resources on the above legislation.

The report explained the implications of the Regulations for the human resources policies and practices of the council and set out proposals on a policy for compensation for enforced early retirement for members of the council's workforce.

RESOLVED:

THAT the recommendations set out in the report at paragraph 9 be approved and that the changes take effect from the 1st of October 2006 in accordance with the 2006 Regulations.

Chairman
12th December 2006