

KENNET DISTRICT COUNCIL

HUMAN RESOURCES COMMITTEE

Minutes of the meeting of the Human Resources Committee held on Thursday
7th February 2008 at 2.15pm in Room 2, Browfort, Devizes

PRESENT: Councillor Mrs N G Rawlins – Chairman

Councillor A Connolly

Councillor A P J Duck

Councillor Mrs J Triggs

Councillor Mrs P Winchcombe

Councillor Mrs P Dow

Councillor P Evans

Councillor P Veasey

Councillor Mrs S Zweck

Part 1

Items considered while the meeting was open to the public

1. MINUTES

The minutes of the meeting held on the 22nd November 2007 were confirmed as a correct record and signed by the Chairman.

2. DISCLOSURES OF INTEREST

There were none.

3. 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 items of business on the grounds that they involve the disclosure exempt information as defined in paragraphs 1 and 2 of Schedule 12 A to the Act.

Part 2

items considered while the meeting was closed to the public

4. REVIEW OF KENNET COMMUNITY SAFETY STAFFING ARRANGEMENTS

The committee considered report EPHSM/0 3/2008 by the Environmental Protection and Housing Services Manager.

The report set out the current situation at Kennet District Council with regard to Community Safety staffing levels and sought the agreement with regard to the future of the staff and service.

RESOLVED:

THAT that the recommendations as outlined in paragraph 8.3 of the report be adopted.

5. SUPPORTING STAFF INITIATIVES

The committee considered the report of the Head of Human Resources concerning a range of initiatives designed to support staff and ease the transition to a new unitary authority.

Members discussed in detail the various aspects of the report concerning retention of staff, release of staff and various other matters affected by the change to a unitary authority.

RESOLVED:

THAT the retention policy document attached at appendix 1 to the report and the amendments to existing policies as outlined in paragraph 5 of the report be adopted.

6. ANNUAL PAY REVIEW

The Head of Human Resources presented to the committee a report concerning the annual pay review and outlining the claim made by the union and the initial responses.

RESOLVED:

THAT the report be noted.

7. LEISURE RECEPTION STAFF

The committee received a detailed report from the Business and Performance Manager concerning a revised structure for staffing within the leisure reception and administration team to improve recruitment and retention. It was intended that this would improve the service offered to the public and the viability of the Council's leisure centres.

Members were informed that the unions had requested that the matter should be withdrawn and not implemented until further consideration had been given to the managerial structure outlined in the report.

It was proposed and seconded by members of the committee that parts of the report should be adopted and that others should be deferred. On being put to the members this motion was defeated.

RESOLVED:

THAT the revised structure within the leisure reception team as detailed in Appendix A be adopted with an implementation date of 1st of April 2008.

8. CURRENT HUMAN RESOURCES TOPICS

The Head of Human Resources gave members a verbal update on the issues surrounding the move to a unitary status and the pay and grading review.

Members asked a number of questions with regarding staff morale and problems being experienced with regard to staffing levels in certain departments.

Chairman
10th April 2008