



## **PERSONNEL COMMITTEE**

**2.00 PM - MONDAY, 10 FEBRUARY 2025**

**MULTI-LOCATION MEETING - COUNCIL CHAMBER, PORT TALBOT  
& MICROSOFT TEAMS**

### **Webcasting/Hybrid Meetings:**

**This meeting may be filmed for live or subsequent broadcast via the Council's Internet Site. By participating you are consenting to be filmed and the possible use of those images and sound recordings for webcasting and/or training purposes.**

1. Chairs Announcements
2. Declarations of Interest
3. Minutes of the Previous Meeting (*Pages 3 - 10*)

### **Reports of the Head of People and Organisational Development**

4. Pay Policy Statement 2025/2026 (*Pages 11 - 66*)
5. Age Friendly Employer Pledge (*Pages 67 - 82*)
6. Time to Change Wales, Employer Pledge (*Pages 83 - 96*)
7. Whistleblowing Policy (*Pages 97 - 120*)
8. Workforce Information Report - Quarter 3 (*Pages 121 - 138*)
9. Gender Pay Gap (*Pages 139 - 148*)

10. Urgent Items

Any urgent items at the discretion of the Chairperson pursuant to Section 100BA(6)(b) of the Local Government Act 1972 (as amended).

**F.O'Brien**  
**Chief Executive**

**Civic Centre**  
**Port Talbot**

**Friday 31 January 2025**

**Committee Membership:**

**Chairperson:**      **Councillor S.A.Knoyle**

**Vice**  
**Chairperson:**      **Councillor A.J.Richards**

**Members:**            Councillors S.Purseley, S.Grimshaw,  
P.D.Richards, T.Bowen, C.Lewis, J.Hale,  
J.Jones, R.G.Jones, R.Mizen and A.R.Aubrey

**Non-Voting**  
**Members:**            Councillors S.K.Hunt, A.Llewelyn, S.Harris,  
W.F.Griffiths, S.Jones, N.Jenkins, C.Phillips and  
J.Hurley