

PERSONNEL COMMITTEE

(Port Talbot Civic Centre, Committee Rooms 1 & 2)

Members Present:

8 September 2014

Chairman: Councillor A.N.Woolcock

Councillors: Mrs.R.Davies, Mrs.J.Dudley, Mrs.L.H.James,
E.V.Latham, S.Rahaman, P.A.Rees and A.L.Thomas

Non Voting Member: Councillor P.D.Richards and J.Rogers

Officers In Attendance G.Jones, Mrs.S.Rees, N.G.Thomas, Mrs.S.E.Gorman
and Miss.C.L.Davies

1. **THE HEAD OF HUMAN RESOURCES - MR G JONES**

The Chair reminded Members that this was the last meeting of the Personnel Committee to be attended by Mr. Graham Jones the Head of Human Resources. Members expressed their appreciation and gratitude to Mr Jones for his contribution and high level of professionalism.

Members wished him a long, happy and healthy retirement.

Report of the head of Human Resources

2. **EQUALITIES INFORMATION REPORT**

Members were informed on the publication of equalities employment information for the year 2013 – 2014 and the employment –related equality objectives.

RESOLVED: that the equalities employment information, together with the update on the two employment – related equality objectives be approved, as detailed in the circulated report.

Report of the Head of Financial Services

3. **COURT DEPUTY SECTION**

Members were updated on the proposal for an additional Grade 5 SCP Court Deputy Case Worker within the Court Deputy Section

RESOLVED: that the establishment of an additional case worker in the Court Deputy Service be approved, as detailed in the circulated report.

Report of the Head of Human Resources

4. **LOCAL GOVERNMENT PENSION SCHEME DISCRETIONS POLICY**

Members were updated about a proposed new Neath Port Talbot County Borough Council Local Government Pension Scheme (LGPS) Employer Discretions Policy.

A separate report would be presented at a future Personnel Committee, in relation to LGPS members who are covered by the JNCs for Chief Executives and Chief Officers.

RESOLVED: that the Neath Port Talbot County Borough Council Local Government Pension Scheme Employer Discretions Policy be approved in relation to all employees, with the exception of employees who are covered by the JNCs for Chief Executives and Chief Officers, who will be subject to a separate report that would be brought to a future meeting of the Personnel Committee.

5. **ACCESS TO MEETINGS**

RESOLVED: that pursuant to Section 100A(4) and (5) of the Local Government Act 1972, the public be excluded for the following items of business which involved the likely disclosure of exempt information as defined in Paragraph 12 and 14 of Part 4 of Schedule 12A to the above Act.

Private Report of the Head of Resources and Commissioning

6. **RESTRUCTURING OF STAFFING AT NEATH LIBRARY**

Members were informed on the proposal to amend the structure to improve Operational Efficiency at Neath Library.

RESOLVED: that the Senior Library Assistant – Reference (Grade 5) be deleted and replaced with a generic post of Library Assistant (Grade 3) be approved, as detailed, in the private circulated report.

7. **REVISED STAFFING STRUCTURE - PONTARDAWE ARTS CENTRE, PRINCESS ROYAL THEATRE AND MARGAM PARK**

Members received details on the revised staffing structure for Pontardawe Arts Centre, Princess Royal Theatre and Margam Country Park.

RESOLVED: the revised staffing structure for Pontardawe Arts Centre, Princess Royal Theatre and Margam Country Park be approved, as detailed, in the private circulated report.

Private Report of the Head of Human Resources

8. **VOLUNTARY REDUNDANCY SCHEME**

Members were informed about proposed amendments to the Council's Early Retirement (ER)/ Voluntary Redundancy (VR)/ Compulsory Redundancy (CR) Scheme.

RESOLVED:

- (a) that the proposed changes to the Authority's current ER/VR/CR Scheme, including the introduction of a transitional VR Scheme as detailed in the private circulated report, be approved and implemented, subject to;
 - (i) a more detailed definition of the "re-employment" proposal referred to in paragraph 4.8 of the private circulated report being developed and brought back to the next meeting of the Personnel Committee;
 - (ii) paragraph 1 of Appendix 1 of the private circulated report being re-worded to the effect that Voluntary Aided and Faith schools will be within scope of the new Scheme;

- (b) that the Head of Human Resources and the Director of Finance & Corporate Services be authorised to make any modifications which might be necessary to the ER/VR/CR Scheme and/or supporting operating protocols to ensure the effective implementation of the proposed new arrangements.

9. **STRIKE - 14TH OCTOBER 2014**

Members were updated in relation to the national strike that is planned for 14th October 2014.

RESOLVED: that the report be noted, as detailed in the private circulated report.

10. **HUMAN RESOURCES SUPPORT TO SCHOOL BUDGET SETTING PROCESS 2014**

Members were updated on the Human Resources support provided to the recent school budget setting process, and the outcomes in relation to job losses and redeployment activity.

RESOLVED: that the report be noted as detailed within the private report.

CHAIRMAN