

## PERSONNEL COMMITTEE

(Committee Rooms 1/2 - Port Talbot Civic Centre)

**Members Present:**

**23 November 2015**

**Chairperson:** Councillor A.N.Woolcock

**Councillors:** Mrs.R.Davies, Mrs.J.Dudley, P.A.Rees,  
A.L.Thomas and Mrs.D.Jones

**Non Voting Member:** Councillors Mrs.S.Miller, P.D.Richards and  
J.Rogers

**Officers In Attendance** Mrs.S.Rees, Mrs D.Hopkins, Ms.J.Hoggan,  
Ms.J.Stapleton, Ms.A.Flynn and Miss.C.Davies

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### 1. **BUDGET PROPOSALS/VOLUNTARY REDUNDANCY SCHEME**

Members were asked for the approval in relation to the employment actions necessary to support the Council's budget planning process for 2016 / 2017.

As a result of the scale of the consultations required, and the need for urgency in relation to the actions needed to deliver a balanced budget for 2016 / 2017 Members were asked to delegate authority to each Corporate Director, in consultation with the Leader, relevant Cabinet Member and Head of Human Resources, to make the necessary decisions in relation to those changes to jobs, organisational structures and/or working practices which will be needed to implement the service changes which are approved by Members

**RESOLVED:** That the Following be approved:-

- (i) Authorise each Corporate Director, in consultation with the Leader, relevant Cabinet Member and Head of Human Resources, to make the necessary decisions in relation to changes to jobs, organisational structures and/or working practices to

facilitate the timely implementation of all service changes agreed by Members to remain in place until 31<sup>st</sup> March 2016.

(ii) Authorise each Corporate Director to implement these decisions in line with the Council's Managing Change in Partnership Policy and other relevant employment policies to remain in place until 31<sup>st</sup> March 2016.

(iii) Receive a report early in 2016 summarising all the decisions and actions taken in relation to the foregoing matters.

## 2. **VOLUNTARY REDUNDANCY SCHEME 2015 - UPDATE REPORT**

To provide Members with an update on expressions of interest submitted and associated actions to date in relation to the Voluntary Redundancy Scheme which was launched on 30 September 2015.

An updated version of appendix 1 and 2 was handed out at the meeting, to provide Members with an update on the figures of the Voluntary Redundancy Scheme Expressions of Interest Progress by Heads of Service as at 23 November 2015.

**RESOLVED:** That Members note, the circulated report.

## 3. **URGENT ITEMS**

Because of the need to deal now with the matter contained in Minute No. 4 below, the Chairman agreed that this could be raised at today's meeting as an Urgent Item pursuant to Section 100B (4) (b) of the Local Government Act 1972.

Reason:

Due to the time element.

4. **CREATION OF 5 PERIPATETIC, BILINGUAL TEACHING ASSISTANTS - REPORT OF THE DIRECTOR OF EDUCATION, LEISURE AND LIFELONG LEARNING - ALED EVANS**

Members were asked to seek approval for the recruitment of 5 peripatetic, Bilingual Teaching Assistants Grade 5 scp 20-24. The posts will be temporary full time posts, 39 weeks per year and will sit in the Minority Ethnic Achievement Support team.

**RESOLVED:** that the creation of 5 Bilingual Teaching Assistants to Minority Ethnic Achievement Support Service on fixed term contracts to 31<sup>st</sup> December 2017 be approved.

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 14 of Part 4 of Schedule 12A to the above Act.

6. **CREATION OF STAFFING STRUCTURE TO DELIVER THE IN-HOUSE ADVICE AND DEVELOPMENT AREAS OF DIRECT PAYMENTS**

Members were asked to seek approval to implement a staffing structure for the in house advice and development areas of Direct Payments subject to approval being given by the Social Services, Health and Housing Cabinet Board on 26th November 2015 that this service is brought in house.

**RESOLVED:** that the implementation of a staffing structure for the in house advice and development areas of Direct Payments be approved, subject to approval being given by the Social Services, Health and Housing Cabinet Board on 26th November 2015 that this service is to be brought in house.

**CHAIRPERSON**