

PERSONNEL COMMITTEE

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

Members Present:

4 July 2016

Chairperson: Councillor A.N.Woolcock

Vice Chairperson: Councillor S.Jones

Councillors: Mrs.R.Davies, Ms.C.Morgans, P.A.Rees,
A.L.Thomas and Mrs.D.Jones

Non Voting Member: Councillors P.D.Richards, J.Rogers and
A.J.Taylor

Officers In Attendance C.Millis, Mrs.S.Rees, Mrs. A. Thomas,
Mrs.S.Griffiths, C.Walsh, Ms.L.Livingstone,
P.Davis, N.Thomas and Mrs.J.Woodman-Ralph

1. **HEMOCARE MANAGEMENT OF CHANGE UPDATE**

Members were given an overview of the Homecare Management of Change Update as detailed in the circulated report.

- RESOLVED:**
1. Having given due regard to the Equality Impact Assessment, approval be granted to issue 12 weeks' notice to staff in-scope of the introduction of the new rotational shift patterns as from the 26th September 2016;
 2. that approval be granted to open the Early Retirement/Voluntary Redundancy scheme for those who are unwilling/unable to adapt to the new shift pattern.

2. **DIRECT SERVICES COMMUNITY INTEGRATED MODEL**

Members received an overview of the Direct Services Community Integrated Model as detailed within the circulated report.

Members were concerned that as identified in the Equality Impact Assessment some carers would be affected by this proposal. Officers confirmed that all carers would be offered a carers assessment which would identify carers needs and circumstances.

- RESOLVED:**
1. Having given due regard to the Equality Impact Assessment the current structure across Care and Support and Older Persons Services be disestablished;
 2. that a new structure for a Community Integrated Model, known as the Community Connecting team be created;
 3. that Early Retirement and Voluntary Redundancy applications of all affected staff be supported by the 31 August 2016.

3. **RESTRUCTURE OF THE COMMUNITY MENTAL HEALTH TEAMS NORTH AND SOUTH**

Members received an overview of the Restructure of the Community Mental Health Teams North and South as detailed in the circulated report.

- RESOLVED:**
1. That approval be granted to create two social work posts (Grade 8/9) 22 hours per week;
 2. That two full-time Community Well Being Officer posts (Grade 5) within the Community Mental Health Team, Social Services, Health and Housing be deleted.

4. **PARTICIPATION SERVICES MANAGERIAL RE-STRUCTURE**

Members received an overview of the Participation Services Managerial Re-structure as detailed in the circulated report.

- RESOLVED:**
1. That approval be granted for the Strategic Officer and Think Families Partnership Programme Manager posts to be deleted and to create subject to Job Evaluation a new post of Participation Manager at Grade 11;
 2. that the post of Play Manager be deleted and a new post of Families First and Play Manager be created subject to Job Evaluation at Grade 9/10;
 3. that the post of Childcare Manager be deleted and a new Flying Start Manager post be created subject to Job Evaluation at Grade 9/10;
 4. that approval be granted to create a new post of Performance and Monitoring Officer at Grade 7 subject to Job Evaluation;
 5. that the Rural Development Plan Manager job description be revised to reflect enhanced duties and subject to Job Evaluation at Grade 9;
 6. that the two Administration Officer posts be re-designated to Think Family Partnership Support Officer posts.

5. **CREATION OF A TEMPORARY FIXED TERM POST WITHIN THE COMMUNICATIONS AND DIGITAL SERVICES TEAM OF THE CORPORATE STRATEGY AND DEMOCRATIC SERVICES DIVISION**

Members received information on the creation of a temporary fixed term post within the Communications and Digital Services Team of the Corporate Strategy and Democratic Services Division as detailed in the circulated report.

RESOLVED: That approval be granted to establish a fixed term (one year) 37 hours per week Communications Business Partner post at Grade 8 in the Communications and Digital Services Team of the Corporate Strategy and Democratic Services Department.

6. **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 13 of Part 4 of Schedule 12A to the above Act.

7. **CONTINUATION OF ENGAGEMENT OF INTERIM COMMISSIONING MANAGER FOR COMMISSIONING AND SUPPORT SERVICES**

Members received an overview of the Continuation of Engagement of Interim Commissioning Manager for Commissioning and Support Services as detailed in the private circulated report.

RESOLVED: That approval be granted to extend the existing contractual term with Odger's Consultancy to the 31 March 2017 and with all other contractual terms remaining the same (subject to review).

8. **VOLUNTARY REDUNDANCY (VR) SCHEME UPDATE**

Members received an overview of the Voluntary Redundancy Scheme Update as detailed in the private circulated report.

RESOLVED: That the report be noted.

CHAIRPERSON