

PERSONNEL COMMITTEE

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

Members Present:

5 September 2016

Chairperson: Councillor A.N.Woolcock

Councillors: Ms.C.Morgans, S.Rahaman, R.Phillips,
A.L.Thomas and Mrs.D.Jones

Officers In Attendance P.Walker, Mrs D.Hopkins, Ms.A.Hutchings
Mrs.J.Woodman-Ralph

1. **EQUALITIES EMPLOYMENT INFORMATION 2015/2016**

Members received an overview of the equalities employment information for the year 2015 – 2016, prior to its publication on the Council's website, and the employment-related equality objectives.

RESOLVED: That the Equalities Employment Information for 2015 – 2016 be approved as detailed in the circulated report.

2. **DISABILITY CONFIDENT EMPLOYER STATUS**

Members received an overview of the Council's recent accreditation to become a Disability Confident Employer as detailed in the circulated report.

Members were pleased that the Council had transitioned from a Two Ticks Employer to a Level 2 of the Disability Confident Scheme to become a Disability Confident Employer. Members noted that the accreditation lasts until the 8th August 2017 but prior to that the Council will carry out a self-assessment in order to continue our commitment to the Scheme.

RESOLVED: That the report be noted.

3. **HR SUPPORT TO SCHOOLS BUDGET SETTING PROCESS AND SSIP - SPRING 2016**

Members received an overview of the support that Human Resources had provided to schools facing financial difficulties as a result of budget pressures and the support schools received affected by the Strategic School Improvement Programme as detailed in the circulated report.

Officers also highlighted an error to the circulated report at Item 2 Financial Impact the schools delegated budget for 2016/17 should have read £79,616 million and not as stated in the report.

RESOLVED: That the report be noted.

4. **SOULBURY OFFICERS 2016 PAY CLAIM**

Members received an overview of the Soulbury Officers 2016 Pay Claim which gave Members an update on the national pay negotiations for Soulbury employees as detailed in the circulated report.

RESOLVED: That the report be noted.

5. **YOUTH AND COMMUNITY OFFICERS 2016 PAY CLAIM**

Members received an update of the Youth and Community employees national pay negotiations as detailed in the circulated report.

RESOLVED: That the report be noted.

6. **ESTABLISH ADDITIONAL CLEANING POSTS TO ACCESS MANAGED SERVICES DIVISION OF EDUCATION, LEISURE AND LIFELONG LEARNING DIRECTORATE**

Members received an overview of the proposal to establish permanent and fixed term posts with the Access Managed Service of the Education, Leisure and Lifelong Learning Directorate as detailed in the circulated report.

It was highlighted that Access Managed Services have recently secured the cleaning contract for the new Bae Baglan School and as such needs to establish new cleaning posts in order to deliver the cleaning contract.

RESOLVED: 1. That the following permanent cleaning posts be approved and via the Managing Change in Partnership Policy filled by employees from the closed Cwrt Sart Comprehensive School, Glanafan Comprehensive, Sandfields Comprehensive and Traethmelyn Primary School.

1 x 10 hour and 14 x 15 hours
(Grade 1 JEID213);

2. That approval be granted for the following fixed term Cleaner positions up until the 31 March 2017, pending a review of the usage of the community facilities within Ysgol Bae Baglan:

2 x 10 hours and 5 x 15 hrs
(Grade 1 JEID213)

1 x 17.25 hour Senior Cleaner post
(Grade 2 JEID3664).

7. **OFFICER URGENCY ACTION**

RESOLVED: That the following urgency decision taken by the Head of Corporate Strategy in consultation with the requisite Members, be noted:-

Urgency Action No. 0414

Amendment to establishment structure in Homecare Personal Assistant Training Academy.

8. **OFFICER URGENCY ACTION**

RESOLVED: That the following urgency decision taken by the Head of Corporate Strategy and Democratic Services, in consultation with the requisite Members, be noted:-

Urgency Action No. 0014

Establishment of a Grade 5 Business Support Officer Corporate Strategy and Democratic Services.

9. **OFFICER URGENCY ACTION**

RESOLVED: That the following urgency decision taken by the Head of Corporate Strategy and Democratic Services, in consultation with the requisite Members, be noted:-

Urgency Action No. 0503

Proposed Appointment of Apprentices – Building Services.

CHAIRPERSON