

PERSONNEL COMMITTEE

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

Members Present: **14 January, 2019**

Chairperson: **Councillor D.Jones**

Vice Chairperson: **Councillor S.Paddison**

Councillors: S.Bamsey, D.Cawsey, J.Hale, N.T.Hunt,
R.G.Jones, S.Renkes and A.J.Taylor

Non Voting Members: Councillors C.Clement-Williams, A.R.Lockyer,
P.A.Rees, P.D.Richards and A.Wingrave

Officers in Attendance: S.Rees, K.Jones, D.Hopkins, S.Freeguard,
M.Roberts, P.Walker and N.Headon

1. **CREATION OF A COMMERCIAL COORDINATOR POST**

Members were asked to approve the creation of the new post of Commercial Co-ordinator, reporting to the Assistant Chief Executive and Chief Digital Officer, funded in the first two years of operation from the Income Generation specific reserve.

RESOLVED: that the creation of a Commercial Co-ordinator post reporting to the Assistant Chief Executive and Chief Digital Officer, funded in the first two years of operation from the Income Generation specific reserve, as detailed in the circulated report, be approved.

2. **FOUNDATION APPRENTICES - HIGHWAYS AND DRAINAGE SERVICES**

Members were asked to approve the creation of four posts of Foundation Apprenticeships in the Capital Works Team, within Highways and Drainage Services, as detailed in the circulated report.

RESOLVED: that the creation of four posts of Foundation Apprenticeships in the Capital Works Team, within Highways and Drainage Services, be approved.

3. **DEVELOPMENT OF ACTIONS TO CLOSE THE COUNCIL'S GENDER PAY GAP**

Members were asked for approval for the Council to join the Chwarae Teg FairPlay Employer Scheme for a 12 month period, to develop a Gender Equality Action Plan, including specific actions to reduce the Council's Gender Pay Gap. The proposal was supported by the Council's Equality and Community Cohesion Group.

RESOLVED: that the Council join the Chwarae Teg FairPlay Employer Scheme for a 12 month period, to develop a Gender Equality Action Plan, including specific actions to reduce the Council's Gender Pay Gap.

4. **IMPLEMENTATION OF THE NEW LOCAL GOVERNMENT SERVICES (LGS) PAY SPINE**

Members were asked to approve the implementation of the new Local Government Service Pay Spine, adopting the pay model as detailed in Appendix 2 of the circulated report, subject to collective agreement with the recognised Trade Unions, GMB, UNISON and UNITE.

RESOLVED: that the implementation of the new Local Government Service Pay Spine, adopting the pay model as detailed in Appendix 2 of the circulated report, subject to collective agreement with the recognised Trade Unions, GMB, UNISON and UNITE, be approved.

5. **DEVOLUTION OF TEACHER'S PAY**

Members were provided with information on the change to the way in which Teacher's Pay and Conditions were determined, as they had been devolved to the Welsh Government.

RESOLVED: that the report be noted.

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

7. **ACCESS MANAGED SERVICES DIVISION OF THE EDUCATION, LEISURE AND LIFELONG LEARNING DIRECTORATE**

Members were asked to approve an increase in the number of established permanent cleaning posts at Ysgol Carreg Hir, Access Managed Services Department, as detailed in the private circulated report.

RESOLVED: that an increase in the number of established permanent cleaning posts at Ysgol Carreg Hir, Access Managed Services Department, be approved.

8. **CHANGES TO THE STAFFING OF THE COUNTRYSIDE - MARGAM PARK SECTION OF THE EDUCATION, LEISURE AND LIFELONG LEARNING DIRECTORATE**

Members were asked to approve the proposal to amend the staffing structure for the Countryside – Margam Park Section within the Education, Leisure and Lifelong Learning Directorate.

RESOLVED: that the changes to the staffing structure for the Countryside – Margam Park Section within the Education, Leisure and Lifelong Learning Directorate, as detailed in the private circulated report, be approved.

9. **PROPOSAL TO REVISE THE EARLY RETIREMENT / VOLUNTARY REDUNDANCY / COMPULSORY REDUNDANCY (ER/VR/CR) SCHEME FOR THE CHIEF EXECUTIVE AND CHIEF OFFICERS**

The Chief Executive and Chief Officers left the meeting before this Item, due to their pecuniary interest.

Members were asked to approve the proposed changes to the current Early Retirement (ER) / Voluntary Redundancy (VR) / Compulsory Redundancy (CR) Scheme, for the Chief Executive and Chief Officers.

RESOLVED: that the proposed changes to the current Early Retirement (ER) / Voluntary Redundancy (VR) / Compulsory Redundancy (CR) Scheme, for the Chief Executive and Chief Officers, as detailed in the private circulated report, be approved.

CHAIRPERSON