

## PERSONNEL COMMITTEE

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

**Members Present:**

**24 June 2019**

**Chairperson:** Councillor D.Jones

**Councillors:** A.J.Taylor, E.V.Latham, S.Renkes, J.Hale,  
N.T.Hunt and S.A.Knoyle

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

**Officers in Attendance:** N.Pearce, S.Rees, A.Thomas, C.Jones,  
D.Hopkins, G.Lawson, L.Maguire and T.Davies

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1. **Declarations of Interest**

The following Member made a declaration of interest at the commencement of the Meeting:

Councillor C.Clement-Williams	Re: Min No. 3, Report of the Director of Social Services, Health and Housing, Changes to the Staffing Structure of Hillside Secure Children's Home, as she has a family member who works at Hillside Secure Children's Home.
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2. **Change to Establishment: Case Review Co-ordinator and Harm Reduction Lead**

**RESOLVED:** That the following two new roles be created within the Area Planning Board Substance Misuse Regional Commissioning Support Team, both of which would report directly to the Commissioning and Development Manager:-

1 x Harm Reduction Lead  
1 x Case Review Coordinator

3. **Changes to the Staffing Structure of Hillside Secure Children's Home**

**RESOLVED:** That the number of permanent Night Supervisors within Hillside Secure Children's Home be increased from 3 per shift (5.67 FTE/210 hours per week) to 5 per shift (9.45 FTE/350 hours per week).

4. **Lost Peatlands of South Wales Project**

Members queried the location of the peatlands, and noted they were sited within the boundaries of the Pen Y Cymoedd project, along the ridge/plateau between the Afan/Neath Valleys extending over into Rhondda Cynon Taff. The project would involve the restoration of the peatlands which would contribute towards carbon capture as well as improving biodiversity interest.

**RESOLVED:** That the establishment of a 'Lost Peatlands Project Manager' and a 'Lost Peatlands Ecologist', both at Grade 8 and full time, based in the Countryside and Wildlife Team, be approved.

5. **Director of Environment Appointment**

**RESOLVED:** That recruitment to the post of Director of Environment via external advertising, be approved.

6. **Response to Government Consultation: Restriction of Public Sector Exit Payments Regulations 2019**

It was noted that clarity regarding Wales' particular position had not yet been given.

**RESOLVED:** That the Council's response to the Government Consultation: Restriction of Public Sector Exit Payments Regulations 2019, as outlined at Appendix 1 to the circulated report, be approved.

7. **Review of Personnel Committee Arrangements**

Officers gave an overview of the circulated report and Members felt the changes detailed within the report would lead to more meaningful Personnel Committee meetings, which would involve more discussion and less 'rubber stamping'.

Members also welcomed the opportunity to suggest items to add to the Personnel Committee Forward Work Programme.

- RESOLVED:**
1. That authority be granted to the Chief Executive and Corporate Directors to make decisions in relation to Directorate Structural and Staffing changes as set out in the circulated report, subject to completion of an Integrated Impact Assessment and consultation with the Head of Finance and Corporate Services and Head of Human Resources and the relevant Cabinet Member;
  2. That a Forward Work Programme for Personnel Committee, be developed;
  3. That the schedule of meetings of Personnel Committee be changed to a quarterly basis, subject to agreement at Council.

8. **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.

9. **Changes to the Staffing Structure of Homecare and Reablement Services**

**RESOLVED:** That the changes to the Staffing Structure of the Homecare and Reablement Services, within the

Social Services, Health and Housing Directorate,  
as detailed within the private, circulated report, be  
approved.