

PERSONNEL COMMITTEE

(Via Microsoft Teams)

Members Present:

20 September 2021

Chairperson: Councillor D.Jones

Vice Chairperson: Councillor D.Cawsey

Councillors: S.Bamsey, J.Hale, N.T.Hunt, J.Jones and
A.J.Taylor

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

**Officers in
Attendance:** A.Hutchings, C.Lewis and N.Jones

1. **Minutes of previous meetings (January, March and June 2021)**

That the minutes – January, March and June 2021 were noted.

2. **Forward Work Programme**

The Forward Work Programme was noted.

3. **Workforce Information Report Quarter 1**

The Committee received information on the Workforce Information Report Quarter 1 as detailed in the circulated report.

Members asked in relation to the 41% which was education related and what was the reason for that. Officers explained that the schools were still funding the school sickness task force which focused on sickness absence amongst the school workforce only. Covid19 had a big impact. The size of the education workforce is the largest workforce, which reflected on why the numbers were so high.

Members asked how reliable the national statistics for average days lost were. Officers stated that the local government data unit usually provided the data but this was not the case this year, therefore the HR Directors had shared the relevant information.

RESOLVED: That the report be noted.

4. **Fair Play Employer Scheme Report**

The Committee received information on the Fair Play Employer Scheme as detailed in the circulated report.

RESOLVED: That the report be noted.

5. **The Future of Work Report**

The Committee received information on the Future of Work as detailed in the circulated report.

RESOLVED: That the report be noted.

6. **Pension Discretions Report**

The Committee received information on the Pensions Discretions as detailed in the circulated report.

RESOLVED: That amendments to the Local Government Pension Scheme Discretions Policy, be approved.

7. **Voluntary Protocol for Recognising Continuous Service**

The Committee received information on the Voluntary Protocol for Recognising Continuous Service as detailed in the circulated report.

Members queried that the report did not mention civil service etc. and wanted to know if these were excluded or were not mentioned in the report. Officers said they would feedback with the correct information. Members referred to the financial impact, had there been any questionnaires completed or research undertaken by The Welsh Government. Officers stated that research should have been done within Welsh Government, they would get in touch with them and feedback to the committee. Members requested a written response from Welsh Government.

RESOLVED: That the report be approved.

8. **Access to Meetings**

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 of the above Act.

9. **National Pay Negotiations Update September 2021**

RESOLVED: That the National Pay Negotiations, as detailed within the private circulated report, be noted.