

PERSONNEL COMMITTEE

(Via Microsoft Teams)

Members Present:

21 February 2022

Chairperson: Councillor D.Jones

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

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

Officers in Attendance: S.Rees, D.Hopkins, C.Lewis and N.Jones

1. **Welcome and Roll Call**

The Chair welcomed everyone to the meeting and a roll call was taken.

2. **Declarations of Interest**

No declarations of interest were received

3. **Chairs Announcements**

There were none.

4. **Workforce Information Report**

Officers gave an overview of the circulated report.

Members asked were there figures to show how many people worked in each service area. Officers stated they would include the data in the next report. Members stated that the report quotes 3% of employees had a disability and asked officers what would be labelled as a disability. Officers explained in terms of the disability, it was a self-reported data and up to employees to identify themselves as having a disability. Officers explained they would encourage employees to let them know if they had a disability. Officers stated 3% does seem low, but is up to the workforce to let the team know.

Members asked could an article be written up in 'in the loop' to outline what a disability was.

Members asked a question in relation to the information provided in the report that the council spends 49% of its expenditure on paying employees. Members commented on the general advice provided to elected members by the LGA, that an average council spends 50% of its expenditure on pay. Members asked why our expenditure had increased since last year and why we still spend less on salaries than the average council. Officers stated that guidance relates to an average council, and there will be differences depending on e.g. the services provided directly by one council to another so for example Neath Port Talbot Council transferred residential care services to another provider some years ago and no longer directly employ residential care staff as a result. This will differ from Carmarthenshire Council who still directly employ residential care staff. In terms of why the expenditure had increased over the past year, additional funding has been made available to increase capacity across the council, as well as the establishment of the TTP service which has increased the staffing head count. Officers explained they would request a financial breakdown of staffing expenditure by service for members.

RESOLVED: That members note the Workforce Information Report.

5. **Equalities Employment Information 2020/2021**

Officers gave an overview of the circulated report.

Officers explained that on page 27 on the report where it stated Age Range, it should read:-

The highest number of employees in our workforce are aged 51-60 years, closely followed by those aged 41-50 years.

RESOLVED: That members approved the Equalities Employment Information Report 2020/2021.

6. **Pay Policy Statement 2022 - 2023**

Officers gave an overview of the circulated report.

Officers explained this report would be presented to Council on the 1st March.

RESOLVED: The members noted the Pay Policy Statement Report 2022- 2023.

7. **Urgent Items**

There were no urgent items.

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

9. **National Pay Negotiations Update (Exempt Under Paragraph 15)**

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