



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

### **PERSONNEL COMMITTEE**

#### **REPORT OF THE HEAD OF HUMAN AND ORGANISATIONAL DEVELOPMENT – SHEENAGH REES**

**9 FEBRUARY 2021**

#### **Matter for Decision**

**Wards Affected: All wards**

#### **Extension of Special Leave Arrangements to support employees affected by flooding in Skewen in January 2021**

##### **1. Purpose of Report:**

The purpose of this report is to seek Member approval to extend the Special Leave Scheme to support employees affected by the flooding in Skewen in January 2021.

##### **2. Background:**

A major incident was declared on Thursday 21<sup>st</sup> January 2021, following a mine blow-out and consequential flooding in Skewen in Neath. Evacuations of affected properties took place and a number of residents have been left with significant flood damage and / or not been able to return to their homes. Included in this are approximately 10 households occupied by employees of the Council.

### **3. Proposal**

In view of the extraordinary circumstances and recognising the difficulties that people face because of the combined impacts of the flooding and the Covid 19 pandemic, it is proposed to extend the provisions of the Council's Special Leave Scheme to support those affected. It is proposed to provide up to 5 days' paid Special Leave, to be authorised by the relevant employing Head of Service. The Special Leave can be used, for example, to support employees who may need to relocate to temporary accommodation, for cleaning and clearing purposes, or to meet with relevant agencies. This will be a 'one-off' provision, acknowledging the particularly difficult circumstances faced by a small number of our employees.

### **4. Financial Impacts:**

There are no financial impacts associated with this report.

### **5. Integrated impact assessment:**

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment, attached at appendix 1 has indicated that a more in-depth assessment is not required. A summary is included below:

"A full impact is not required as there is no impact on any protected group. It also has no negative impact on bio-diversity or the Welsh Language".

### **6. Valleys Communities Impacts:**

No Implications

### **7. Workforce Impacts:**

The introduction of this policy will provide support to those employees who require additional support as a result of the Skewen flooding in January 2021.

**8. Legal Impacts:**

No implications.

**9. Risk Management Impacts:**

No implications.

**10. Consultation:**

There is no requirement under the Constitution for external consultation on this item. The proposed changes have been communicated with the Trade Unions who were fully supportive of the introduction of this policy.

**Reason for Urgency:**

So that the Council can put this additional support in quickly to help employees affected by the flooding.

**11. Recommendations:**

It is **RECOMMENDED** that Members **APPROVE** the proposal to extend Special Leave arrangements to support employees who have been affected by flooding in Skewen in January 2021.

**FOR DECISION**

**12. Appendices:**

None.

**13. List of background papers:**

The Special Leave Scheme

## **14. Officer Contact**

Sheenagh Rees, Head of Human and Organisational Development, Email: [s.rees5@npt.gov.uk](mailto:s.rees5@npt.gov.uk) or tel. 01639 763315.