

PERSONNEL COMMITTEE

(Remotely Via Teams)

Members Present:

7 June 2021

Chairperson: Councillor D.Jones

Vice Chairperson: Councillor D.Cawsey

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

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

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

1. **Workforce Information Report Quarter 4 2020/2021**

Officers gave Members an overview of the circulated report.

Members requested the sick pay costs for the year 2020 / 21. Officers stated they would get this information to members.

Members noted that levels of absence had decreased this year, and asked if this was because people were working from home. Officers commented that whilst it is true that a significant proportion of staff were working from home and this undoubtedly contributed towards the reduction in absence, a larger proportion have continued to work in the workplace and in communities throughout the pandemic.

Increased hygiene levels as well as perhaps higher levels of engagement are also thought to have contributed to the absence levels. Members were pleased to see levels were decreasing particularly in relation to stress related absence and asked what support had been provided to employees in relation to their mental health. Officers stated that before the pandemic the Council had signed up to 'Time to Change Wales' and had implemented an Action Plan of measures to support employee mental health and well-being. This put the council in a very strong position going into the pandemic. The team had provided a wide range of training e.g. mental health first aid, mindfulness sessions, etc. and links to organisations that can

help support mental health and wellbeing are available on the internet for everyone across the authority to access. Members asked how the success of 'Time to Change Wales' has been measured. Officers stated that a survey had been carried out for office based staff who had been working from home during the pandemic, with a range of questions relating to mental health. Feedback to the committee will be provided with the results when it becomes available. A further survey of frontline employees will be carried out over the summer. Officers explained that a member survey had also been carried out which was issued by Democratic Services and the results would be shared with the Democratic Services Committee.

In relation to the data provided in the report stating that employee costs account for 44.7% of gross expenditure, Members asked why the Pay Policy Statement presented at council in March, referenced a figure of '47% of GRE". Members asked which of the figures were correct for 2020 / 21. Officers stated they would clarify and let the Committee know.

RESOLVED: That the report be noted.

2. **Workforce Plan Annual Report 2020/2021**

Officers gave Members an overview of the circulated report.

Members congratulated staff with regards to the work they had dealt with over the past year.

RESOLVED: That the report be noted.

3. **Gender Pay Gap Report 2020**

Officers gave Members an overview of the circulated report.

RESOLVED: That the report be noted.

4. **Coronavirus Vaccine Policy**

Officers gave Members an overview of the circulated report.

Members noted that staff would be paid if they were off sick with side effects of the vaccine, and asked if that would be included in the overall sick pay figures. Officers stated that absences in relation to

side effects of the vaccine would not be included in sick pay as officers do not want anything to influence someone's decision to have the vaccine or not. Members asked why it states that staff would need to discuss having the vaccine with their managers. Officers explained they would only have discussions if there were concerns with having the vaccine.

RESOLVED: That approval be granted to introduce the Coronavirus Vaccine Policy, as detailed in the circulated report.

5. **Review of Recruitment Restrictions**

Officers gave Members an overview of the circulated report.

RESOLVED: That approval be granted to introduce the review of the recruitment restrictions, as detailed in the circulated report.

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

7. **LGS National Pay Negotiations Update**

Officers gave Members an overview of the circulated report.

RESOLVED: That the report be noted.

8. **Honorarium Payment Report**

Officers gave Members an overview of the circulated report.

RESOLVED: That the Honorarium Payment, as detailed within the private, circulated report, be approved.

