

PERSONNEL COMMITTEE

(Multi Location Microsoft Teams/Council Chamber)

Members Present:

25 September 2023

Chairperson: Councillor S.A.Knoyle

Councillors: A.J.Richards (Vice Chair), T.Bowen, J.Hale, J.Henton, C.Lewis, S.Pursey and P.D.Richards

Non Voting Members: S.K.Hunt (Leader), A.Llewellyn (Deputy Leader), W.F.Griffiths, J.Hurley, N.Jenkins

Officers in Attendance: S. Rees, A.Hutchings and S.McCluskie

1. **Chairs Announcements**

Councillor Knoyle welcomed everyone to the meeting.

2. **Declarations of Interest**

No declarations of interest were received.

3. **Minutes of the previous meeting**

The minutes of the previous meeting, held on the 22nd May 2023, were approved as a true and accurate record.

4. **Forward Work Programme 2023 2024**

That the Forward Work Programme for 2023 2024 be noted.

5. **Revised Special Leave Scheme**

Decision:

That having due regard to the circulated report, along with the integrated impact assessment and appendices, Members determined to approve the revised special leave scheme.

Reason for Decision:

To comply with employment legislation and law. To ensure the Council is being promoted as the 'employer of choice'. And to promote best practice.

Implementation of Decision:

The decision is to be implemented after the three-day call-in period which ended at 9.00am Friday 29th September 2023.

Consultation:

There is no requirement to undertake external consultation.

6. Menopause Workplace Pledge

Decision:

That having due regard to the circulated report, integrated impact assessment and appendices, Members determined to approve signing the Menopause Workplace Pledge.

The pledge would commit to supporting employees affected by the Menopause within the workplace.

Reason for Decision:

To support and commit to supporting employees affected by the menopause in the workplace. By signing the pledge, the Council demonstrates it's committed to employees who are in stages of peri-menopausal and menopause. It will also enhance the Council's 'employer of choice' reputation. Mostly, it will strengthen work to raise awareness of the Menopause.

Implementation of Decision:

The decision is to be implemented after the three-day call-in period, which ended at 9.00am on Friday 29th September 2023.

Consultation:

The National Education Union requested that the Council consider signing the pledge, however there was no requirement to consult externally on this item.

7. Anti-Racism Charter

Decision:

That having due regard to the integrated impact assessment and the circulated report, Members determined to approve and commit to the Anti-Racism Charter.

That the commitment commences over a 12-month period, and that the Charter aligns with the Future of Work Strategy.

Reason for Decision:

When pledging the Councils commits its dedication in taking Anti-Racism seriously.

Implementation of Decision:

The decision is to be implemented after the three-day call-in period which ended at 9.00am on Friday 29th September 2023

Consultation:

There is no requirement to undertake external consultation.

8. **Financial Well-Being Strategy**

Decision:

That having due regard to the circulated report, integrated impact assessment and appendices, Members determined to approve and support the proposed Employee Financial Well-being Strategy.

Reason for Decision:

To support Council employees faced with increased risks of financial adversity due to extensive economic and social implications.

Implementation of Decision:

The decision is to be implemented after the three-day call-in period which ended at 9.00am on Friday 29th September 2023.

Consultation:

There is no requirement to undertake an external consultation.

9. **Salary Finance Portal**

Decision:

That having due regard to the circulated report, the report be noted for information.

10. **Workforce Information Report 23/24 Quarter 1**

Decision:

That having due regard to the circulated report, the report be noted for information.

11. **Employee Assistance Programme**

Decision:

That having due regard to the circulated report, the report be noted for information.

12. **Urgent Items**

There were no urgent items.