

HAYDON WICK PARISH COUNCIL

Minutes of the Personnel Sub-Committee Meeting, held in the Parish Council Offices on Monday 24th July 2023 at 3.30pm

In attendance: Councillors V Manro (Chair), J Ali, E Baker-Walker, R Hailstone, R Ross and R Worman

Officers: Georgina Morgan-Denn, Chief Officer/Clerk & RFO & Laura Cutter, Deputy Clerk & Services Manager

1. Apologies for Absence

Councillor R Ross gave apologies (Work Commitments) which were noted by the Sub Committee.

2. Declarations of Interest

There were no Declarations of Interest.

3. Chairman's Announcements

There were none.

4. Minutes

RESOLVED: That the minutes of the Personnel Sub-Committee held on 17th April 2023 be signed as a correct record.

Proposed: Councillor R Hailstone

Seconded: Councillor V Manro

Vote: Agreed unanimously with three (3) Abstentions.

5. Staffing Matters

Members received confidential reports on the following matters:

A) POST Temporary Relocation to Waterside

Councillors received the report and acknowledged that all members of POS should be treated the fairly and equally.

RESOLVED:

- 1. To recommend to Full Council to give two weeks' notice instead of the standard four weeks' notice to the employees as they have been informed regularly and know the move is forthcoming.**
- 2. To note employees must 'mutually agree' to the temporary change of workplace as the current contracts do not include a 'mobility clause'.**
- 3. To note a reasonable compromise would be to allow employees travelling the extra distance to claim mileage allowance.**
- 4. To recommend to Full Council to reduce the temporary 0.95p mileage rate to 0.45p in view of fuel price reductions.**
- 5. To recommend to Full Council the mileage reclaim a total for seven operatives travelling to Waterside for 9 months will be £2,835.00. Budget Code EMR 319 £11,897.74 funds available.**
- 6. To note the proposed consultation letter to staff in Appendix One.**
- 7. To note further changes to contracts will be applied ahead of moving into the Grounds Maintenance Facility.**

Proposed: Councillor R Worman

Seconded: Councillor J Ali

Vote: Agreed unanimously.

B) POST Service delivery & Staffing Matters

Members noted the report, lessons learnt and next steps. To assist in the service delivery Members agreed to recommend to Full Council the possible rental of a tractor and flail.

RESOLVED:

- 1. To note the report and lessons learnt.**
- 2. To recommend to Full Council rental cost of a tractor and flail to assist in the service delivery.**

Proposed: Councillor E Baker Walker

Seconded: Councillor J Ali

Vote: Agreed unanimously.

C) Cost of Living Pay Award Impact & Salary Regrade

Members considered the confidential report and agreed the following.

RESOLVED:

- 1. To note the update on the 23/24 NJC pay rise negotiations and potential financial impacts.**
- 2. To recommend to Full Council to regrade a member of staff to SCP18-23.**
- 3. To implement the regrade from August 2023 and funding to be met from EMR 339 for 23/24.**
- 4. To note the financial impact for 24/25 and 25/26 of the proposed regrade.**

Proposed: Councillor J Ali

Seconded: Councillor R Hailstone

Vote: Agreed unanimously.

D) Review of Staff Loan Scheme & Savings Scheme

Members noted the update on the staff loans and savings schemes.

The meeting closed at 4.35pm Chairman: _____