

PERSONNEL COMMITTEE

Meeting - 27 October 2015

Present: Mr Harding (Chairman)
Mr Bradford, Mr Kelly, Mr Read and Mrs Sullivan

Also Present: N Naylor

Apologies for absence: Mr Walters MBE

18. MINUTES

The minutes of the meeting of the Personnel Committee held on 24 August 2015 were confirmed and signed by the Chairman

19. EXCLUSION OF PRESS AND PUBLIC

that under Section 100A(4) of the Local Government Act 1974 the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part 1 of Schedule 12A to the Act “

The paragraph number is given under the heading.

20. LOCAL PLAN - RECRUITMENT AND RETENTION OF PLANNING POLICY STAFF

Paragraphs 1, 2 and 3.

The Government has recently introduced extremely challenging targets for the production of new local plans requiring major changes to the Council's Local Development Scheme timetable for the production of its new Local Plan. Accordingly, a report was submitted to and considered by Cabinet at its meeting on 13th October recommending a number of measures to be determined by Council on 10th November (and complimentary decisions at Chiltern District Council's Council meeting on 3rd November) including the preparation of a joint Chiltern and South Bucks local plan, the funding thereof and a revised timetable for the preparation of that joint plan. The Cabinet also requested the Personnel Committee to consider as a matter of urgency the staff resource implications of speeding up local plan making to meet the government objectives.

The Committee now considered a report responding to this request within the funding envelope agreed by Cabinet. Mindful that both Councils had not yet resolved their positions the report set out the staffing, financial and corporate implications of the following possible outcomes:

- Both Councils prepare a joint local plan
- Each Council prepares separate plans

During the discussion the Cabinet Portfolio Holder for Sustainable Development explained why the Cabinet on 13 October 2015 had reached a conclusion to recommend to Council adoption of the option for both Councils to prepare a joint local plan. Members were also advised that the Chiltern and South Bucks Joint Committee on 26 October 2015 had agreed, subject to the decisions to be made by both Councils on the options for preparing a local plan, to recommend to both Councils to implement a revised Shared Planning Policy Service by bringing together the staff resources from both councils planning policy teams into a

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single team to be located at King George V House, Amersham in order to deliver a joint local plan.

The Committee, after noting that a similar report was due to be considered by the CDC Personnel Committee on 28 October 2015, supported a proposal to delegate authority to the Head of Sustainable Development, in consultation with the Chairman of the Committee, to agree the final details of the retention bonus scheme

RESOLVED that

1. Agreement be given to increase the South Bucks Planning Policy Team establishment by one of the following options
 - If South Bucks continues to progress the South Bucks Local Plan agreement be given to the creation of two new Planner/Senior Planner posts, with a preference to appoint at a senior level;
 - If a joint local plan and shared planning policy team is agreed, agreement be given to: the creation of one new Planner/Senior Planner post with a preference to appoint at a senior level as part of a Shared Service Team.
2. all staff within the South Bucks Planning Policy Team be offered a retention bonus in the sum referred to in the report each, to be paid in January/February 2018 provided that they remain in the Council's employment in the Planning Policy Team until 31 December 2017 and provided that the Council is able to avoid local plan intervention by the Government at that point in time - such payment to be pro-rata for any staff who have had excessive absences or performed unsatisfactorily.
3. Authority be delegated to the Head of Sustainable Development, in consultation with the Chairman of the Committee, to agree the final terms of the retention bonus scheme.
4. Regardless of whether or not a joint local plan is to be pursued and up until the new local plan is adopted, where additional hours have been agreed beforehand with managers approval be given to pay planning policy staff overtime (at the standard rate) for hours that they work over and above contractual 37 hours per week.
5. Subject to agreement with planning policy staff, one-off authority be delegated to managers to convert existing accumulated TOIL/flexi-time to be paid as overtime at the standard rate.
6. Subject to the Joint Committee agreeing to the creation of a single Shared Service Planning Policy Team and provided Chiltern Personnel Committee concur, the appointment of a part-time and temporary support post to assist in project managing and delivering the implementation of the Shared Service Team be noted.
7. Planning Policy staff be authorised to decline to become involved in non-local plan workloads (with the exception of neighbourhood planning, HS2, Heathrow and Iver infrastructure schemes) until the end of 2017.

The meeting terminated at 6.15 pm