

Personnel and Development Committee Minutes

Date: 4 July 2019

Time: 6.26 - 6.45 pm

PRESENT: Councillor M Harris (in the Chair)

Councillors M C Appleyard, M A Hashmi, A Hussain, Mrs W J Mallen and Mrs J E Teesdale,

Apologies for absence were received from Councillors: Miss S Brown and G C Hall.

In attendance: Councillor R Newman.

1 MINUTES OF THE PREVIOUS MEETING

RESOLVED: that the minutes of the meeting of the Personnel and Development Committee held on 18 February 2019 be confirmed as a true record and signed by the Chairman.

2 DECLARATIONS OF INTEREST

There were no declarations of interest.

3 PAY POLICY STATEMENT

Members received the report on the Pay Policy Statement for 2019/2020 and noted the amendments, marked in red. They agreed the amendments and therefore agreed that the report proceed to Council for approval.

RESOLVED: that the updated Pay Policy Statement for 2019/2020 proceed to Council for approval.

4 EXCLUSION OF PRESS AND PUBLIC

RESOLVED: that the Press and Public be excluded from the meeting during consideration of Minute No 5 as it contained exempt information as defined in Regulation 4(2)(b) of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012, more particularly:

Minute 5 – Pay Date

Information relating to the financial or business affairs of any particular person (including the authority holding that information) (Paragraph 3, Part 2 of Schedule 12A, Local Government Act 1972).

The need to maintain the exemption outweighs the public interest in disclosure because disclosure could prejudice the Council's position in any future process or negotiations.

Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority (Paragraph 4, Part 1 of Schedule 12A, Local Government Act 1972).

The need to maintain the exemption outweighs the public interest in disclosure because disclosure would be likely to prejudice the Council's position in the consultation process/negotiations.

5 PAY DATE

Members received and discussed the confidential report on the Pay Date. The Head of HR, ICT and Shared Support Services outlined the contents and recommendations within the report and it was noted that UNISON had raised various questions in relation to the report. The Head of HR, ICT and Shared Support Services responded to the questions raised.

It was noted that UNISON had requested clarification on a number of questions raised in relation to SAP payments and HMRC requirements. It was also noted that legal advice would be sought in relation to TUPE and contracts.

It was highlighted that the proposal aimed to mitigate risks to employees.

Members were informed that a consultation with all staff was proposed to be undertaken in due course.

In answer to queries, the Head of HR, ICT and Shared Support Services confirmed he would go to SMB to clarify whether the two recommendations in the report were two parts of the one recommendation, to be agreed together or not at all; or separate individual recommendations each of which would mitigate different risks. The other District Councils would also be consulted.

RESOLVED: that

1. The Head of HR, ICT and Shared Support Services clarifies with SMB the status of the two recommendations as stated above. Further discussions between HR and UNISON to take place to attempt to reach a closer agreement.
2. The Head of HR, ICT and Shared Support Services seek clarification from HRMC over the issue raised.
3. Legal advice be sought in relation to contracts in respect of TUPE.
4. That a meeting be set up within 2 weeks from the date of the meeting, to bring the report back with responses.

Chairman

The following officers were in attendance at the meeting:

- Liz Hornby - Senior Democratic Services Officer
- John McMillan - Head of HR, ICT & Customer Services
- Jo Whiteley - Human Resources Manager (Operations)