

Minutes of a meeting of the Employment Committee held at County Hall, Glenfield on Thursday, 9 September 2010.

PRESENT

Mr. N. J. Rushton CC (in the Chair)

Mr. R. Blunt CC

Mr. G. A. Boulter CC

Mrs. J. Fox CC

Mr. G. Jones CC

Mr. R. J. Shepherd CC

Mr. E. D. Snartt CC

Mr. R. M. Wilson CC

90. Minutes.

The minutes of the meeting held on 3 June were taken as read, confirmed and signed.

91. Question Time.

The Chief Executive reported that no questions had been received under Standing Order 35.

92. Questions asked by members under Standing Order 7(3) and 7(5).

The Chief Executive reported that no questions had been received under Standing Order 7(3) and 7(5).

93. Urgent Items.

There were no urgent items for consideration.

94. Declarations of Interest.

The Chairman invited members who wished to do so to declare any interest in respect of items on the agenda for the meeting.

The following members each declared a personal, non-prejudicial interest in respect of Item 10 (Report 'F') as members of Charnwood Borough Council:

Mr. R. M. Wilson CC

Mr. R. J. Shepherd CC

Mr. E. D. Snartt CC

95. People Strategy 2007/10: Progress/Closure Report.

The Committee considered a report of the Director of Corporate Resources concerning the progress and completion of the People Strategy 2007/10. A copy of the report, marked 'B', is filed with these minutes.

Though there was significant improvement, it was acknowledged that more work was needed to ensure that all staff received a Personal Development Review (PDR) on an annual basis. It was hoped that by reporting the details to the Corporate Management Team, there would be an increased ownership of the issue at a senior level.

The capability procedure had been tightened up significantly to ensure that staff who were not performing adequately were dealt with on a fair and systematic basis.

Members wished to place on record their congratulations to the Head of Strategic HR and his staff for their work in delivering the Strategy which placed the Council on a firm footing for the future.

RESOLVED:

That the successful implementation of the People Strategy 2007/10 be noted and that the Head of Strategic HR and his staff be congratulated on their achievements.

96. Draft People Strategy 2010-13.

The Committee considered a report of the Director of Corporate Resources concerning the draft People Strategy 2010-13, which was being consulted on prior to the full launch of the Strategy later in the year. A copy of the report, marked 'C', is filed with these minutes.

The Director commented that it would be important that members feed in any comments they wished to make on the draft Strategy. It would be brought before the Committee again in October and would incorporate any comments received as part of the consultation process prior to being submitted to the Cabinet for approval.

RESOLVED:

- (a) That the report be noted;
- (b) That members of the Committee be asked to submit any comments and suggestions they might have on the draft Strategy to the Head of Strategic HR by Thursday 30 September.

97. Business Mileage - Update.

The Committee considered a report of the Director of Corporate Resources concerning the initial findings of a review of the Authority's business mileage and decisions that had been taken by the Council's Corporate Management Team in relation to savings options for mileage reduction and reimbursement. A copy of the report, marked 'D', is filed with these minutes.

The continuation of the car lease scheme was considered by some members to be unviable in the present economic climate and it was suggested that a 'car pool' scheme might be a more economical way of dealing with business travel.

The importance of reducing carbon emissions was stressed and believed by members as being the primary consideration in any future arrangements.

RESOLVED:

That the report be noted.

98. Sickness Absence 2009/10.

The Committee considered a report of the Director of Corporate Resources concerning an update on the Council's performance in relation to sickness absence for the financial year 2009/10. A copy of the report, marked 'E', is filed with these minutes.

The Director reported that there had been significant progress made in relation to sickness absence since the matter was last reported to the Committee in April. The Council's average number of sickness days per full-time equivalent currently stood at seven, though work would continue with the Adults and Communities Department towards getting down their average sickness rate (currently 12.19 days) further in line with that of the Council as a whole.

RESOLVED:

That the progress made in reducing sickness absence levels across the Council be supported.

99. County Council Human Resources Provided to Charnwood Borough Council.

The Committee considered a report of the Director of Corporate Resources concerning the Council's contract to provide a comprehensive HR service to Charnwood Borough Council with effect from 1 November 2010. A copy of the report, marked 'F', is filed with these minutes.

Members expressed support for the proposals which would enable the Borough Council to access the County's HR service which would maintain quality, reduce the cost of the service and provide greater resilience.

RESOLVED:

That the proposals for the Council's provision of comprehensive HR services to Charnwood Borough Council be supported.

100. Leading for High Performance.

The Committee considered a report of the Director of Corporate Resources concerning the implementation of changes to the performance management processes within the Council which aimed to strengthen the Council's performance culture. A copy of the report, marked 'G', is filed with these minutes.

The Director reported that there was significant action being taken to ensure that service planning was integrated with financial and workforce planning and

that senior managers had specific individual targets to meet. This approach was being cascaded down the organisation to ensure that Council managers had the skills and knowledge to lead and inspire their staff during times of unprecedented change.

RESOLVED:

That the report be noted and that the changes to performance management processes within the Council be supported.

101. Organisational Change Policy and Procedure: Summary of Action Plans.

The Committee considered a report of the Chief Executive regarding the summary of current Action Plans which contained provision for compulsory redundancy, and progress with their implementation. A copy of the report, marked 'F', is filed with these minutes.

RESOLVED:

That the report be noted.

10.00 am - 10.55 am  
09 September 2010

CHAIRMAN