

**A MEETING OF THE PERSONNEL SUB BOARD
WAS HELD ON 27 JANUARY 2010**

The Mayor (Councillor Mrs Searle) (ex-officio), Councillors Burgess (P), Carter (P), Forder , Gill (P), Hook (P) and Wright (P)

It was reported that, in accordance with Standing Orders, notice had been received that Councillor Mrs Forder would replace Councillor Forder for this meeting.

25. APOLOGIES

Apologies for inability to attend the meeting were received on behalf of The Mayor and Councillor Forder.

26. DECLARATIONS OF INTEREST

There were no declarations of interest.

27. MINUTES

RESOLVED: That the Minutes of the meeting of the Sub Board held on 2 September 2009 be approved and signed as a true and correct record.

28. DEPUTATIONS

There were no deputations received.

29. PUBLIC QUESTIONS

There were no public questions received.

PART II

30. EXTENSION REMOVAL AND DISTURBANCE SCHEME

Consideration was given to a report of the Head of Personnel seeking the Sub-Board's approval for the extension of the provisions of the Council's Removal and Disturbance Scheme for the Director of Economic Development, Tourism and The Arts.

Members acknowledged that the Personnel Sub-Board could approve an extension to the provisions of the Council's Removal and Disturbance Scheme in exceptional circumstances. It was felt that the current financial climate and property market could be deemed as exceptional circumstances, and agreed to an extension of time only, the overall limit on expenditure remaining the same.

RESOLVED: That the Sub-Board approve the extension of the provisions of the Council's Removal and Disturbance Scheme until 31st December 2010 for the Director, to allow further time for the officer's property to be sold.

31. LEARNING AND DEVELOPMENT POLICY

Consideration was given to a report of the Head of Personnel seeking approval for the updated Learning and Development Policy.

In answer to a Member's question the Sub-Board were advised that UNISON had not made any amendments to the policy.

The Head of Personnel advised that, following the identification of a training need, the possible options for delivery were examined. Factors considered would be whether the training would be delivered in-house or externally (depending on numbers), whether e-learning would be appropriate, training budgets and the staff member's preferred learning style.

RESOLVED: That the updated Learning and Development Policy (attached as an appendix to the report) be approved for adoption forthwith.

32. RECRUITMENT AND SUCCESSION

Consideration was given to the report of the Chief Executive advising the Sub-Board of the recommendations of the Overview and Scrutiny Committee.

Members thanked the Head of Personnel for the support received in undertaking the scrutiny of Recruitment and Succession and stated that they had found it interesting and useful.

Members acknowledged that the size of Gosport as a Local Authority was often prohibitive in attracting high quality candidates for positions, in part as a result of being unable to offer salaries competitive with other Local Authorities.

Members were advised that the Building Control Partnership with Fareham Borough Council had led to an increase in higher quality candidates.

It was recognised that Gosport had an effective trainee scheme that facilitated the development of talent and that candidates seeking a wider variety of work were often attracted to Gosport, as it could offer more varied roles than larger authorities.

RESOLVED: That the recommendations of the Overview and Scrutiny Committee be noted.

The meeting commenced at 6.00pm and concluded at 6.10pm

CHAIRMAN