

Subject to Approval
AN EXTRAORDINARY MEETING OF THE PERSONNEL SUB BOARD
WAS HELD ON 28 OCTOBER 2010

The Mayor (Councillor Allen) (ex-officio), Councillors Burgess, Carter, C R (P), Chegwyn (P), Hook (P), Jessop and Wright (P)

It was reported that, in accordance with Standing Orders, notice had been received that Councillors Lane and Langdon would replace Councillors Burgess and Jessop for this meeting.

9. APOLOGIES

Apologies for inability to attend the meeting were received on behalf of The Mayor and Councillors Burgess and Jessop.

10. DECLARATIONS OF INTEREST

There were no declarations of interest.

11. DEPUTATIONS

There were no deputations received.

12. PUBLIC QUESTIONS

There were no public questions received.

PART II

13. LEARNING AND DEVELOPMENT

Consideration was given to a report of the Head of Personnel seeking the Sub-Board's approval of a revised Learning and Development Policy and noting the new procedure in consequence of the introduction of a right of employees to request training.

RESOLVED: That approval be given, for adoption forthwith, of the revised Learning and Development Policy attached as Appendix A to the Head of Personnel's report; and the procedure for dealing with requests in relation to study or training attached as Appendix B be noted.

14. EXCLUSION OF PUBLIC

RESOLVED: That in relation to the following item the public be excluded from the meeting, as it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during this item there would be disclosure to them of exempt information within Paragraphs 1 and 3 of Part 1 of Schedule 12A to the Local Government Act 1972, and further that in all circumstances of the case, the public interest in maintaining the exemption outweighs

the public interest in disclosing the information, for the reasons set out in the report.

15. STAFFING CHANGES

Consideration was given to an exempt report from the Chief Executive on a number of staff changes designed to address the serious financial situation facing the Council.

The report was exempt from publication as it identified specific individuals and information regarding their personal financial affairs rather than the Council's overall financial affairs. The public interest in the Council's overall affairs could be met in other ways without releasing such personal information and therefore the public interest in maintaining the privacy of personal information outweighed the public interest in the Council's financial affairs.

When the recommendation in the exempt report was put to the meeting it was duly carried with Councillors Chegwyn and Wright voting against it.

RESOLVED:

(i) That Sub Board approves:

(a) the voluntary redundancy (and consequent early payment of pension benefits) for Post No. ES30, Head of Environmental Health, with effect from 31st December 2010;

(b) the voluntary redundancy (and consequent early payment of pension benefits) for Post No. ES31, Principal Environmental Health Officer with effect from 31st October 2010;

(c) the voluntary redundancy (and consequent early payment of pension benefits) for Post No. ES12, Enforcement Officer with effect from 28th February 2011;

(d) the early retirement of Post No. LA8, Head of Electoral Services with effect from 31st March 2011;

(e) the voluntary redundancy (and consequent early payment of pension benefits) for Post No. LA14, Senior Democratic Services Officer with effect from 31st January 2011;

(f) the flexible retirement of Post No. LA15, Administrative Officer with a reduction in working hours from 5 days to 3 days with effect from 31st October 2010;

(g) the voluntary redundancy (and consequent early payment of pension benefits) for Post No. CE12, Principal Performance Officer with effect from 31st January 2011;

(h) the creation of the post of Team Leader Election Services (Grade 7 subject to Job Evaluation);

(i) the creation of the post of Trainee Solicitor (Grade 4/6); and

(j) the creation of the post of Performance Officer (Grade 5/6).

(ii) That the Sub Board notes:

- (a) the voluntary redundancy of Post No. ES42, Principal Environmental Health Officer;
- (b) the voluntary redundancy of Post No. ES18A, Enforcement Officer;
- (c) the replacement of full time Post No. HS9 with an 18.5 hour post;
- (d) the replacement of full time Post No. HS75 with an 18.5 hour post;
- (e) the voluntary redundancy of Post No. LA5B, Solicitor;
- (f) the deletion of Post. No. PED6, Administration Assistant; and
- (g) the reduction in hours of Post No. LCS10, Service Facilities Assistant from 25 hours to 20 hours.

The meeting commenced at 5.00pm and concluded at 6.30pm

CHAIRMAN