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CHESHIRE EAST COUNCIL

Minutes of a meeting of the **Staffing Committee**
held on Thursday, 27th November, 2008 at Council Chamber, Municipal
Buildings, Earle Street, Crewe CW1 2BJ

PRESENT

Councillor W Fitzgerald (Chairman)
Councillor R Domleo (Vice-Chairman)

Councillors A Arnold, Mrs D Flude, F Keegan, P Mason and R Westwood

11 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors B Moran and D Topping.

12 DECLARATIONS OF INTEREST

Councillor D Flude declared a personal interest being a retired member of UNISON.

13 PUBLIC SPEAKING TIME/OPEN SESSION

There were no members of the public present.

14 MINUTES OF PREVIOUS MEETINGS HELD ON 4 AND 5 NOVEMBER 2008

The minutes of the meeting held on 4 November and the 2 meetings held on 5 November were approved as a correct record.

15 OFFICER CODE OF CONDUCT

The Committee considered a paper from the Joint Transition Group advising that the Code of Conduct for Officers was a key document to ensure good governance of the new Council.

It was noted that the Government had recently issued a revised draft Officer Code of Conduct for consultation, although it would be some time before any final document was agreed. It was suggested that in the meantime, the Council should agree its own Code, which can be reviewed if necessary when any final national framework is issued.

It was recommended that the Council proceed to develop and adopt its own Code without further delay. A copy of the proposed draft Code was attached as Appendix 1 to the report.

Members considered the proposed Code and noted that there were still a number of other policies, procedures and guidance to be considered that would support this overarching document.

RESOLVED – that the Governance and Constitution Committee be advised that the Staffing Committee recommends to the Council that it approves the Officer Code of Conduct for the new Council.

16 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED - that the press and public be excluded from the meeting during consideration of the following item pursuant to Section 100(A)4 of the Local Government Act 1972 on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A to the Local Government Act 1972 and public interest would not be served in publishing the information.

17 APPOINTMENTS BELOW THIRD TIER

The HR Lead Officer submitted a paper to enable the Committee to consider the approach to recruitment below third tier prior to Vesting Day. The paper set out a suggested approach for proceeding to seek to recruit to some fourth tier jobs and highlighted potential key concerns for the unions and employees on the impact the appointments process would have in relation to TUPE and the protection of existing terms and conditions.

The Chief Executive also sought members' views on the appointment procedures for forth tier posts and would carry out further work on this matter.

RESOLVED - To agree the approach to recruitment below third tier prior to Vesting Day for consultation with the trade unions (as set out in Paragraph 7.7 to the paper).

18 BRIEFING FOR TRADE UNION MEETING

Members met with representatives of the Trade Unions and the following matters were discussed: -

1. The note of the meeting held on 15 October 2008 (copy attached).
2. Matters arising.
3. Update on appointments.
4. Trade Union response to consultation on structures for Performance and Capacity Services.
5. Shared Services.
6. Flexible and Mobile working.
7. Consultation arrangements for Cheshire East.
8. Date of Next Meeting - 16 December 2008

The Chairman left the meeting after item no5 above. Councillor R Domleo was appointed Chairman for the remainder of the meeting.

The meeting commenced at 2.00 pm and concluded at 4.30 pm

Councillor W Fitzgerald (Chairman)

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