

CHESHIRE EAST COUNCIL

Minutes of a meeting of the **Staffing Committee**
held on Thursday, 26th April, 2018 at Committee Suite 1,2 & 3, Westfields,
Middlewich Road, Sandbach CW11 1HZ

PRESENT

Councillor B Moran (Chairman)
Councillor G Barton (Vice-Chairman)

Councillors G Baggott, Rachel Bailey, J Jackson, M Parsons, JP Findlow
(substitute for Cllr M Deakin) and S Hogben (substitute for Cllr D Flude)

Officers in attendance

Kath O'Dwyer, Acting Chief Executive
Sara Barker, Head of Strategic HR
Rosie Ottewill, Organisational Development Manager
Nina Lingard, Solicitor Legal Services
Rachel Graves, Democratic Services Officer

36 APOLOGIES FOR ABSENCE

Apologies were received from Councillors M Deakin and D Flude.

37 DECLARATIONS OF INTEREST

Councillor J Jackson declared that she was a member of GMB and
Councillor S Hobgen declared that he was a member of Unite.

38 PUBLIC SPEAKING TIME/OPEN SESSION

Councillor Sam Corcoran stated he was concerned that a Starting the
Conversation session had been cancelled due to low attendance rates.
He had previously stated that people were afraid to engage for fear of
reprisal – they were afraid to put their heads above the parapet. He made
reference to a story in Crewe Chronicle newspaper about a severance
payment to an officer who was subject to disciplinary processes, which
had quoted Cllr Howard Murray, who was then asked to step down from
his committee roles. If confidence in the Council was to be regained, then
changes of attitude and changes at the top needed to happen.

39 MINUTES OF PREVIOUS MEETING

RESOLVED:

That the minutes of the meeting held on 21 March 2018 be confirmed as a
correct record.

40 HR AND HEALTH AND SAFETY - Q4 UPDATE REPORT

The Committee considered a report on the progress with the Council's People Plan 2017/18.

The report provided details on the progress with the main priorities for each HR service area in the People Plan, and on HR Performance Data for Quarter 4, which included headcount and employee turnover, voluntary redundancy and working days lost to sickness absence.

The report also provided a summary of accidents and incidents in Quarter 4 of 2017/18 and details of the RIDDOR reportable accidents.

It was noted that 94 applications had been received under the Mutually Agreed Resignation Scheme. A business case would be produced for each application to demonstrate the likely service impact, which would form part of the decision making process. Applicants would be informed by 31 May of the outcome, with successful applicants leaving their employment with the Council on 30 June 2018. An update report would be brought to the next meeting of the Staffing Committee.

Education HR Consultancy had offered an improved package of services to schools and academies for 2018/19. An update on buy-back numbers for the new academic year would be provided at the next committee meeting.

The Committee requested that the format of the tables used to show the number of HR casework be amended to year on year data so that any trends could be identified, including if possible, elapsed time taken to complete/close down case work.

RESOLVED: That

- 1 the report be noted; and
- 2 the HR casework tables be amended to show year on year data and if possible elapsed time taken to complete/close down case work.

41 WELLBEING IN WORK UPDATE

The Committee considered a report which provided an update on Wellbeing in Work.

The report detailed the work undertaken to date by the Wellbeing in Work Staff Forum and the Wellbeing in Work Contributors' Group.

The first group of Mental Health First Aiders had received training to recognise crucial warning signs of mental ill health and guide someone to appropriate support.

The Dignity at Work policy had been relaunched and was supported by a mandatory e-learning module.

The Committee suggested that the soft and hard measures for the success of the Wellbeing in Work framework be reviewed in the light of the work undertaken and outcomes to date.

RESOLVED: That

- 1 the report be noted; and
- 2 the soft and hard measures for the success of the Wellbeing in Work programme be reviewed.

42 BRIGHTER FUTURE TRANSFORMATION PROGRAMME

The Committee considered a report which provided an update on Brighter Future Transformation Programme.

The report, at Appendix 1, set out the governance structure and arrangements and also set out the programme of work to be undertaken, as detailed in Appendix 2.

As arranged, Staffing Committee would have a key assurance role. The Chairman proposed that he, along with Councillor D Flude, would meet to initially review the programme structure, governance arrangements and terms of references for the Transformation Programme to provide assurance and report back to the Staffing Committee. They would also draw up a plan of approach for reviewing Phases of the Transformation Programme and report back to the Staffing Committee members in due course.

RESOLVED: That

- 1 the report be noted; and
- 2 Councillor B Moran and Councillor D Flude to review the programme structure, governance arrangements and terms of references for the Transformation Programme, to provide assurance and report back to the Staffing Committee.

**43 DIRECTOR OF LEGAL SERVICES AND MONITORING OFFICER
RECRUITMENT**

The Chairman reported that following the interviews the Committee had decided not to make a recommendation to Council to appoint to the position of Director of Legal Services and Monitoring Officer.

Consideration would now be given to how to progress with this position.

44 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 as amended on the grounds that it involved the likely discussion of exempt information as defined in Paragraphs 1 and 2 of Part 1 of the Schedule 12A of the Local Government Act 1972 and the public interest would not be served in publishing the information.

45 CONSIDERATION OF A STAFFING MATTER

The Committee received a verbal report on a staffing matter.

RESOLVED:

That the report be noted.

The meeting commenced at 2.00 pm and concluded at 4.27 pm

Councillor B Moran (Chairman)