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Minutes

Meeting of : Personnel Committee
Date : 25 April 2023
Meeting held in : The Guildhall
Commencing at : 6:30pm

Present:

Chair: B Dalton

Vice Chair: J Wells

Cllrs: T Corbin, C Hibbert and J King

Officers: Annie Child, Janine Whitty and Tracy Adams

Also present: Cllr C Stanway

296. Apologies:

- 296.1. Cllr McGrath gave his apologies and was substituted by Cllr Hibbert.
- 296.2. Cllr Mewse gave his apologies and was substituted by Cllr King.

297. Public Questions/Statement Time:

There were no questions submitted from the public.

298. Councillor Questions/Statement Time:

There were no questions submitted from the Councillors.

299. Minutes of the Previous Meeting:

The minutes of the last meeting of the Personnel Committee held on 12 October 2022 were approved and signed by the Chairman.

300. Declarations of Interest:

No declarations of interest were received.

301. Dispensations:

No dispensations were requested.

302. Chairman's Announcements:

The Chairman made no announcements.

303. HR Update:

The HR Manager, Tracy Adams, provided a HR Update Report and highlighted some key information for the committee's consideration. The report noted that there has been a negative impact on staff following some of the recent social media activity. Councillors asked further questions about the report and provided comments. The Committee considered the report, and it was:

Resolved to:

303.1. Note the report

304. Real Living Wage:

The HR Manager provided a verbal overview of the report and the implementation date of the real living wage. The Committee considered the report, and it was:

Resolved to:

304.1. Approve the award of the real living wage either from 1 November or when the national cost of living pay award, negotiated by NJC, is announced, whichever is later.

304.2. If, when the national pay award is agreed the individual remains on the real living wage then the real living wage will be backdated to 1 November.

305. Career Break Policy:

The HR Manager presented the report regarding this policy. The Committee asked questions regarding the options in para 7, and it was:

Resolved to:

305.1.7.1. To remove policy due to financial implications of career break.

306. Staff Parking:

The HR Manager discussed the report. The Committee asked questions regarding on the options presented within the report and, following some discussion, it was:

Resolved to:

306.1.No staff are allowed to park at Shopmobility except when the service is closed, or for staff who are attending city centre locations from their own work base for work reasons only

306.2.The Chairman requested that the resolution is being implemented and monitored and that a report is brought back to the next meeting of this committee.

307. Exempt Information:

In view of the confidential or sensitive nature of the matters to be considered, the Committee agreed to exclude the press and public from the meeting during consideration of agenda items 13 and 14 on the grounds that they may involve the disclosure of 'exempt information' as defined in Part 1 of Schedule 12A of the Local Government Act 1972, as amended by Local Government (Access to Information) Variation Order 2006 where the public interest in maintaining the exemption outweighs the public interest in favour of disclosure the information explained below:

Agenda Item 13: Casual Workers

Agenda Item 14: Terms and Conditions of TUPE Transfer Staff

Paragraph 1 namely: Information relating to any individual.

Paragraph 4 namely: Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.

The meeting moved into Exempt Business at 7.35pm.

308. Matters, if any, which by reason of special circumstances the Chairman, decides should be considered as a matter of urgency:

No matters were raised.

There was 1 member of the public present.

The meeting closed at 7.59pm.