

EMPLOYMENT COMMITTEE

29 APRIL 2013

PRESENT

Councillor B. Rigby (in the Chair).

Councillors Mrs. P. Dixon (Vice-Chairman), J. Bennett, Mrs. L. Cooke, C. Hynes, J. Lamb and A. Western.

In attendance

Corporate Director Transformation and Resources (Mrs. W. Marston),
Director of Human Resources (Ms. J. Hyde),
Democratic Services Officer (Mr. I. Cockill).

15. MINUTES

Further to Minute No.13 (Christmas Closure Review Report), the Committee was informed that the Executive Member for Transformation and Resources was being consulted on proposals to open Altrincham and Urmston Libraries in 2013, as was the case the previous year.

RESOLVED –

- (1) That the Minutes of the meeting held on 11 February 2013 be approved as a correct record and signed by the Chairman.
- (2) That the Committee notes that the Corporate Director of Transformation and Resources will submit to the next meeting, details of the usage of Altrincham and Urmston Libraries during the 2012 Christmas period.

16. TRAFFORD COUNCIL'S PAY POLICY STATEMENT FOR 2013/14

The Director of Human Resources submitted a report providing Members with Trafford's pay policy for 2013/14 to ensure compliance with the provisions of the Localism Act 2011.

The Committee was advised that the policy statement had been revised to include guidance received from the Department for Communities and Local Government, which required full Council to approve any severance payments in excess of £100,000. The Director of Human Resources assured Members that any such matter would be given due consideration by the Employment Committee in the first instance.

RESOLVED –

- (1) That the Committee recommends the Pay Policy Statement for 2013/14 to Council for approval.
- (2) That the Director of Human Resources be requested to keep the pay policy under review and provide an update to the Committee in six months' time.

17. PROPOSALS FOR CHANGES TO THE DEDICATED INDEPENDENT PERSON ROLE

The Director of Human Resources provided an oral report informing the Committee that the Department for Communities and Local Government (DCLG) was proposing to remove the requirement for 'designated independent persons' to investigate employment disputes involving Section 151 Finance Officers, Monitoring officers and Heads of Paid Service.

The DCLG's consultation on the draft regulations closed on 14 March 2013 and there had been no further update since then. The Chairman advised that North West Employers believed there was a role for independent persons in the process, however, there were concerns regarding funding.

RESOLVED: That the oral update be noted.

18. URGENT BUSINESS

(Note: The Chairman allowed consideration of the following matter as an item of urgent business to enable Members to be briefed at the earliest opportunity)

Employee Recognition Awards Scheme and Celebration Event

Members received an oral report from the Director of Human Resources on arrangements for the second employee recognition awards and ceremony, including details of the sponsors, venue and guest presenter.

RESOLVED: That the preparations for the awards and celebratory event provisionally planned for 25 October 2013 be noted.

The meeting commenced at 5.30 p.m. and finished at 5.51 p.m.