



MINUTES OF THE MEETING OF THE STAFFING COMMITTEE held on Wednesday, 23 October 2019 in the Leadership Team Conference Room, Clemonds Hey, Winsford, CW7 2UA at 12.00 pm

PRESENT: Councillors Bob Rudd, Michael Beanland, Mike Biggin, Stef Nelson and Stuart Parker

1 PROCEDURAL MATTERS

A Record of Meeting

Members were reminded that this meeting would be audio recorded.

B Apologies for Absence

Apologies for absence were received from Councillors Dorothy Flude and Morgan Tarr.

C Declaration of Members' Interests

There were no declarations of Members' interest.

D Minutes of the Staffing Committee

RESOLVED:

That the minutes of the Staffing Committee meeting held on 18th September 2019 be confirmed as a correct record.

2 PEOPLE STRATEGY

The Director of Transformation delivered a presentation which provided an update against the People Strategy 2019-22 (the Strategy). She informed Members that the Strategy was predicated on the 'Steps Framework', which consisted of three main elements: Step In; Step Forward; Step Up. She provided an overview of each of these areas and gave an update on activities and progress against them over the course of the last year.

RESOLVED: That

[1] the People Strategy update be noted.

3 STAFF SURVEY

The Policy and Transformation Officer delivered a presentation which provided an overview of the results/feedback from the Staff Survey for 2019. It focused on the following key areas: participation; engagement; key highs and lows; internal comparisons; summary; and next steps.

RESOLVED: That

[1] the Staff Survey update be noted.

4 WORKFORCE PLANNING UPDATE

Consideration was given to the report of the Head of Service Delivery which provided an update in respect of the ongoing and predicted operational establishment levels for 2019-20.

RESOLVED: That

[1] the update be noted; and

[2] the recommendation contained in paragraph 14 of the report be approved.

5 EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That under Section 100(A) (4) of the Local Government Act 1972, as amended by the Local Government (Access to Information) Order 2006, the press and public be excluded from the meeting for the items of business listed below on the grounds that they involve the likely disclosure of exempt information as defined in Schedule 12A to the Act, see paragraphs indicated:

Item 6: Discipline and Grievance Update

Paragraph

- (1) Information relating to any individual
- (2) Information that is likely to reveal the identity of an individual

6 DISCIPLINE AND GRIEVANCE UPDATE

The Senior HR Business Partner provided an update regarding current discipline and grievance activity.

RESOLVED: That

[1] the update be noted.