

Employment Committee

Excerpt of the Minutes of the meeting held on Tuesday 10 December 2019 at the Town Hall, Royal Leamington Spa at 6.00pm.

Present: Councillor Margrave (Chairman); Councillors Cooke, Day, B Gifford, Jacques, Kennedy, Kohler (arrived late), Tangri (arrived late), Tracey and Wright.

21. Apologies and Substitutes

- (a) there were no apologies made; and
- (b) Councillor Cooke substituted for Councillor Hales.

30. People Strategy Update

The Committee considered a report from Human Resources which gave an update on the progress made on the People Strategy Action Plan and associated areas as discussed at the People Strategy Steering Group (PSSG), the Joint Communication Forum (JCF), Members/Trades Unions Joint Consultation & Safety Panel (MTU) and Senior Management Team (SMT).....

After the Employee Code of Conduct had been approved by Council in January 2019, certain changes had come to light and would therefore need further approval by Council. The Committee was asked to recommend to Council the changes as detailed in the Appendix 1 to the report.....

Recommendation 2.6 of the report sought Employment Committee support for a recommendation to go forward from it to Council for the revision of the responsibilities the Committee currently held in respect of staffing structures below Chief Executive level (i.e. excluding Heads of Service, Deputy Chief Executives and Chief Executive). The revision would mean the responsibility for any restructures below Chief Executive level would be delegated to the Chief Executive as Head of Paid Service. The Human Resources Manager advised the Employment Committee that should it be minded to approve Recommendation 2,6 in the report, it should stipulate that the changes be effective from 11 December 2019 so that it was absolutely clear that it still had authority to approve recommendations on staffing structure changes for the rest of the items on the agenda.

Recommended to Council that:

- (1) the updated Employee Code of Conduct as set out at Appendix A to the minutes, be approved; and
- (2) the responsibility of the Employment Committee is amended so that it is revised to ready as follows (*italics* additions, ~~struck through~~ deletions):

To approve *amendments to the staff establishment in respect of Chief Officers of the Council, as defined in Article 12 of the Constitution*, in accordance with the Council's agreed budget; and

- (3) the Chief Executive, as Head of Paid Service, be delegated authority to:
"make all changes to the establishment/structure of the council below the level of Chief Officers, as defined in Article 12 of the Constitution", in accordance with the Council's agreed budget."

(The meeting ended at 7.18 pm)

CHAIRMAN
24 March 2020