

Personnel Committee

Minutes of the meeting held on Wednesday, 16 October 2019

Present: Councillor Ollerhead (Chair) – in the Chair

Councillors: Akbar, Bridges, Craig, N Murphy, S Murphy, Rahman, Richards and Stogia

Apologies: Councillor Leech, Leese and Sheikh

Also present: Councillors:

PE/19/23 Minutes of the last meeting

Decision

To confirm the minutes of the meeting held on 11 September 2019 as a correct record.

PE/19/24 Employment Policy - Domestic Abuse

The Committee considered a report of the Interim Director of HROD which set out a revised and strengthened approach to supporting staff who are subject to or affected by domestic abuse. The existing policy had been refreshed to reflect changes in best practice and learning over the last three years as well as consultation with the Council's Community Safety team. The policy had also been aligned with the Council's zero-tolerance 'Delivering Differently' Domestic Violence and Abuse Strategy. The Committee was invited to approve the policy and its implementation.

The Committee noted that an internal communication strategy would be rolled out to staff to inform them of changes to the policy. Members also discussed the importance of leading by example and exerting influence to larger employers in the city to adopt similar ways of working.

No Trade Union comments had been submitted for the item. The Committee fully supported and welcomed the proposals.

Decision

To approve the revised Domestic Abuse policy.

PE/19/25 Director of Commercial and Operations

The Committee considered a report of the Chief Executive which put forward a proposal to redesignate and regrade the post of Operations and Commissioning Director in the Neighbourhoods Directorate to Director of Commercial and Operations in order to reflect increased responsibilities. The increased responsibilities were set out in the report as well as the financial implications of the proposals.

No Trade Union comments were submitted for consideration of the item. The Committee agreed the proposals.

Decisions

1. To approve the redesignation of the Head of Commissioning and Delivery to Director of Commercial and Operations.
2. To recommend that Council approves the regrade of the Director Commercial and operations from SS3 (£78, 715 - £87, 217) to SS4 (£95, 953 - £105, 940) and agrees to appointment at a salary of £105, 940