

# Human Resources Committee

28 February 2024

## Present (In Person)

Mrs J James (Chair)

Councillor Mrs D Clements, Councillor SL Hancock MBE, Dr R Heath-Davies, Councillor M James, Mr GA Jones, Councillor R Jordan, Councillor PJ Morgan and Councillor A Wilcox.

[Mr G Jones joined during consideration of item 5, HR Update]

## Officers in Attendance

Chief Executive, Head of People Services, Democratic Service Manager

(Virtual Meeting: 2.15 p.m. – 3.20 p.m.)

### 1. **Apologies**

There were no apologies for absence.

### 2. **Disclosures of interest**

There were no disclosures of interest.

### 3. **Minutes**

The minutes of the meeting held on 17 January 2024 were presented for confirmation and authentication.

On the proposal of Councillor Hancock, seconded by Councillor Jordan, it was **resolved** that the minutes of the meeting held on 17 January 2024 be confirmed and authenticated.

### 4. **Action Log and Matters Arising**

A number of these actions were ongoing, and updates were provided. With regard to the sickness absence statistics (Action 936), the Head of People Services explained that the two reports had been measuring data differently, however work was ongoing to ensure that the absence statistics produced were meaningful and could be acted upon by managers.

[Councillor A Wilcox tendered his apologies and left the meeting during the course of the following discussion.]

### 5. **Human Resource Management Update**

The report provided an update on work being undertaken within the HR team, including the Pay and Grading Review currently being undertaken. It was noted that phase 1 of the project had not yet been completed however a proposal had been put forward by WME, the consultants undertaking the work, to outsource additional work to them to try to prevent further slippage and this revised proposal had been accepted by the Authority. It was



anticipated that this would ensure a more robust process. A timeline for completion of the Review had not yet been received.

The officer went on to explain that Moderation Panels, comprised of staff and Unison representation, had been arranged and would evaluate 10% of posts in order to sense check the work undertaken.

Members expressed some concern regarding the budgetary risk resulting from the delay, as the process would not be completed within the current financial year. They also sought, and received, reassurance that staff would be kept informed. Officers reminded the Committee that a financial reserve had been created in respect of the evaluation exercise and it was noted that the next stage of the Review process would be to create an affordable pay structure. This would include benchmarking with other National Parks and local government organisations to try to ensure that salaries were competitive.

Members went on to ask questions regarding the policy review, sickness absence and training compliance and these were answered. The Head of People Services noted that the Authority met the cost of a 'flu jab for any staff who requested this and agreed to find out the level of take-up.

**Noted.**

[Councillors R Jordan and P Morgan tendered their apologies at this juncture]

## **6. Exclusion of the Public**

On the proposal of Councillor Clements, seconded by Councillor Hancock, it was **resolved** that the public be excluded from the meeting as exempt information, as defined in Paragraphs 12 and 15 of Part 4 of Schedule 12A to the Local Government Act 1972, would be disclosed.

[Councillors D Clements and M James tendered their apologies and left the meeting during the course of the discussion on the following matter.]

## **7. Update Regarding Statutory Officers**

The Chief Executive provided an update regarding the position of the Authority's Statutory Officers. He outlined proposed courses of action in respect of two posts and Members expressed their agreement in principle. During the course of the discussion the Committee became inquorate and Members agreed that the Chief Executive should discuss the proposed arrangements with all persons concerned and report back to a future meeting.

**Noted.**

