

**MINUTES OF A MEETING OF THE EMPLOYMENT AND APPEALS COMMITTEE
HELD AT COUNTY HALL, LLANDRINDOD WELLS ON
FRIDAY 27TH FEBRUARY 2015**

PRESENT:

County Councillor J.G. Morris (Chair)

County Councillors J.H. Brunt, S.M. Hayes, D.C. Jones, S. McNicholas, P.J. Medicott, D.W. Meredith, R.H. Mills, G.D. Price, G.W. Ratcliffe, J.G. Shearer, K.F. Tampin, and J.M. Williams

1.	APOLOGIES	EAC1 – 2015
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Apologies for absence were received from County Councillors P.J. Ashton, A. Holloway, P.E. Lewis, G. Morgan, K.M. Roberts-Jones, T.G. Turner and P.C. Pritchard.

2.	MINUTES	EAC2 – 2015
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The Chair was authorised to sign the minutes of the meeting held on 13th November 2014 as a correct record.

3.	DECLARATIONS OF INTEREST	EAC3 – 2015
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There were no declarations of interest reported.

4.	SUB COMMITTEE MINUTES	EAC4 – 2015
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The Chair was authorised to sign the minutes of the Shortlisting Sub-Committee held on 6th February 2015 as a correct record.

5.	SCHOOLS REDUNDANCY POLICY	EAC5 – 2015
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The Human Resources Manager (Schools) explained that the service was currently reviewing the schools redundancy policy and was discussing it with head teachers and Chairs of Governors. Following these discussions the policy would be redrafted and sent to them for comments. To ensure that all governors were kept informed, it was suggested that it should be sent to the clerk to the governors for forwarding to all governors. In response to comments raised about the scoring criteria and interviews, it was explained that the intention was to create a selection criteria to best meet the needs of schools so that by the start of the autumn term schools would have a choice of using skills audits or interviews. The Committee noted the need to ensure that all candidates were treated the same.

The Human Resources Manager (Schools) said that if any school had concerns over the scoring system currently in use she would be happy to look at it to ensure that it met their needs.

6.	SCHOOLS DRAFT HR SERVICE LEVEL AGREEMENT	EAC6 – 2015
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The Human Resources Manager (Schools) explained that HR costs were not being fully recovered under the SLAs. A revised set of charges had been devised based on the number of posts in a school and offering different levels of service, core or enhanced. The core service, which included advice to disciplinary panels, would be met centrally by the Schools Service for 2015/16 and thereafter would be met from schools delegated budgets. It was confirmed that schools could choose to find alternative external HR advice so long as the provider offered indemnity insurance.

7.	CASE LOAD PERFORMANCE TRACKER	EAC7 – 2015
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The Committee was advised that following months of a steady decline in the number of cases, there had been a 100% increase in the number of cases since the last meeting. There was no obvious reason for the increase and the number of cases had started to fall again as hearings were held.

The Head of Professional Services and Commissioning advised that the service was also working on a case for Powys teaching Health Board for a fee. The service was looking at opportunities for raising income and at the support that could be offered to Town and Community Councils as they took on services.

Members raised the issue of the timescales involved when staff were suspended during investigations into child protection cases. It was agreed that representations should be made to the Dyfed Powys Police and Crime Commissioner and the Account Manager offered to analyse the length of suspensions to help strengthen the representations.

8.	REPORT ON INTEGRATION OF HR, ORGANISATIONAL DEVELOPMENT, HEALTH AND SAFETY AND OCCUPATIONAL HEALTH WITH POWYS TEACHING HEALTH BOARD	EAC8 – 2015
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The Head of Professional Services and Commissioning advised that the HR staffing and structures of both the County Council and Powys teaching Health Board were being looked at with a view to maximising the benefits of integration of HR and support services. The Professional Lead - Human Resources Management and Development was leading for the Council and together with a colleague from Powys THB would be reporting to the Integration Board.

9.	CONFIDENTIAL MATTERS	EAC9 – 2015
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RESOLVED to exclude the public for the following items of business on the grounds that there would be disclosure to them of exempt information under category 1 of The Local Authorities (Access to Information) (Variation) (Wales) Order 2007).

10.	POWYS COUNTY COUNCIL AND POWYS TEACHING HEALTH BOARD INTEGRATION PROGRAMME	EAC10 – 2015
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The Committee received the report that had been approved by Cabinet on 10th February creating an interim Programme Director – Integration post to August 2016 and changing the role of the Solicitor to the Council. Consultation was underway with the officers concerned.

A Member asked about the changes to the post of Solicitor to the Council and whether it was recreating the Head of Service post previously deleted from the structure. The differential for re-grading the post was also queried. Officers would check the differential and confirmed that although the diagram attached to the report referred to Director posts in respect of the People, Place and Resources directorate, the correct designation remained Strategic Director.

J.G. MORRIS
Chairman