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Meeting	Staffing Matters and Urgency Committee
Date	11 January 2021
Present	Councillors Aspden (Chair), D'Agorne (Vice-Chair), Hook and D Myers
Apologies	

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#### **47. Declarations of Interest**

At this point in the meeting, Members were asked to declare if they had any personal interests not included on the Register of Interests or any prejudicial or disclosable pecuniary interests that they might have had in the business on the agenda. None were declared.

#### **48. Minutes**

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 14 December 2020 be approved and then signed by the Chair as a correct record.

#### **49. Public Participation**

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

#### **50. Workforce Profile as at 30 September 2020**

Officers introduced the report and outlined the workforce profile at City of York Council, as of the end of quarter two of 2020/2021. It was noted that all of the data could be found on Open Data. The Council's number of employees and FTE remained stable and sickness absence up to the end of September 2020 had declined from quarter one of 2020/2021, however, it was noted that sickness absence had risen in December 2020, as well as, employees needing to self-isolate due to COVID-19.

Members enquired about the use of Work With York and whether the Council were reviewing those individuals who had been engaged through Work With York for more than 12 month contracts and whether these

employees should be on permanent contracts. It was confirmed that this was reviews on a regular basis and that agency staff should be used for short 3 to 6 month assignments, where assignments are to be longer term the council should be using fixed term contracts.

The reasons for staff leaving sub categories were discussed and whether more information could be included in reports. It was agreed that officers would aim to include greater detail where possible and that the Council continued to conduct exit interviews to highlight and identify additional reasons for employees leaving their role in the Council.

Resolved:

- i. Noted the workforce profile provided.
- ii. Agreed that there were no areas to refer to Customer and Corporate Services Scrutiny Committee.

Reason: In order to provide an overview of the workforce profile.

## **51. Work Plan**

Members considered the committee's work plan to the end of the 2021 calendar year.

Resolved: That the work plan be approved.

Reason: To ensure that the committee has a planned programme of work in place.

Cllr K Aspden, Chair

[The meeting started at 5.30 pm and finished at 5.40 pm].