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Meeting	Staffing Matters and Urgency Committee
Date	20 March 2023
Present	Councillors Aspden (Chair), D'Agorne (Vice-Chair), Hook and Douglas
Officers in Attendance	Helen Whiting – Head of HR Ian Cunningham – Head of Business Intelligence

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### **37. Declarations of Interest (17:30)**

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.

### **38. Exclusion of Press and Public (17:31)**

Resolved: That the press and public be excluded from the meeting during the consideration of annex A to Agenda Item 8 on the grounds that they contained information relating to individuals and the financial affairs of particular persons. This information is classed as exempt under Paragraphs 1, 2 and 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by the Local Government (Access to Information) (Variation) Order 2006).

### **39. Minutes (17:31)**

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 20 February 2023 be approved and then signed by the Chair as a correct record.

### **40. Public Participation (17:31)**

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

#### **41. Changes to Membership of Committees, Joint Committees administered by other Councils, Regional Local Authority Bodies and Other Bodies (17:32)**

The Committee considered and confirmed the change of Membership for the SACRE Committee to appoint Joseph Hepplestone to replace Kirsty Wordsworth as a committee B member representing The Church of England Group.

Resolved:

- i. Approved Joseph Hepplestone replacing Kirsty Wordsworth as a committee B member representing The Church of England Group on the SACRE Committee.

Reason: In order to make appropriate Council appointments to Committees and Outside Bodies for the remainder of the current municipal year.

#### **42. Workforce Profile at Q4 (estimated) (17:33)**

It was confirmed that the report into the Council's work force profile was a estimate at this time as some information was still being collated but there was not much variation expected by Officers. It was noted that the Council's FTE had risen slightly this was assigned to agency staff being hired full time. Resignation was noted as the highest reason for staff leaving the Council. It was confirmed that staff sickness had risen slightly with Covid-19 still being a factor in staff absence.

The Committee enquired about the employment of BME individuals and those with disabilities as the statics showed that the Council employed less people from these demographics than were living in York. Officers noted that changes to the workforce profile could take time and that the statistics had been moving in a more representative direction. It was also confirmed that the Council was using more advertising of recruitment fares to encourage applications.

Resolved:

- i. Noted the workforce profile provided;

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

#### **43. Quarterly Retention Payments Update (17:41)**

The Committee were informed that there had been two Retention Payments issued since the last update to the Committee. It was confirmed that these were used to alleviate recruitment issues and to be able to continue to deliver specific services.

Resolved:

- i. Noted the number of retention payments made in the last quarter.

Reason: In order to provide an overview of the number of payments made.

#### **44. Redundancy, Retirement and Settlement Agreements (17:46)**

Members considered a report which advised them of expenditure associated with a Settlement Agreement and Non-Disclosure Clause relating to the end of an employment relationship which decision had been made by the Chief Operating Officer or Officers nominated by him.

Resolved:

- i. Noted the expenditure associated with the proposed ending of an employment contract on agreed terms by a settlement agreement detailed in the annexes.

Reason: In order to provide an overview of the expenditure.

*Note: the above item was considered in private session, in accordance with the decision in Minute 38.*

Cllr Aspden, Chair

[The meeting started at 5.30 pm and finished at 5.49 pm].