

Meeting	Staffing Matters and Urgency Committee
Date	21 June 2021
Present	Councillors Aspden (Chair), D'Agorne (Vice-Chair), Hook and Kilbane
Apologies	

1. 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.

2. Exclusion of Press and Public

Resolved: That the press and public be excluded from the meeting during the consideration of annexes to Agenda Items 10 and 11 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).

3. Minutes

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 19 April 2021 be approved and then signed by the Chair as a correct record.

4. Public Participation

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

5. Update on progress to implement the new Corporate Leadership Group (CLG)

The Committee received an update on the progress to implement the new Corporate Leadership Group (CLG), it was confirmed that three positions

had now been filled and three more vacancies were progressed for advertisement.

Resolved:

- i. Noted the progress made to date.

Reason: To ensure the council has an appropriate Chief Officer structure to deliver the councils priorities.

6. Appointment of Sub-Committee for appointment of Assistant Director Adult Social Care

Officers introduced the report and noted that this request to advertise followed the work undertaken with the Corporate Leadership Group restructure.

Resolved:

- i. Approved the filling of this post and remuneration package for the Assistant Director posts at a job evaluated salary of £71,521 to £79,459. Establish an Appointments Sub-Committee consisting of three members, one from each main party (1 Liberal Democrat, 1 Labour and 1 Green) to include a member of the Executive.
- ii. That a recruitment agency be engaged, as per the councils' procurement rules, to support the appointments sub-committee with the recruitment and selection process. The remit for engagement and appointment to be agreed by the sub-committee.
- iii. The Appointments Sub-Committee be authorised to conduct the final interviews, select a successful candidate and make an offer of employment subject to the necessary employment procedures

Reason: To allow appointment to the Assistant Director post to be made.

7. Workforce Profile as at 30 September 2020

Officers introduced the report and noted that all workforce profile data could also be found on Open Data. It was noted that structural changes at the Council would not be fully represented within the report until the next workforce profile report. Finally it was noted that sickness absence and staff movement had both declined in the last year.

Members discussed the report and enquired about the changing number of staff within the Place and Peoples directorates and it was noted that this was due to the Council's reorganisation which has moved Housing Services into the Place Directorate. An enquiry was raised in relation to the use of Work With York (WWY) for staffing Covid-19 testing sites and members asked for future reports to provide additional information in order to ensure the Council avoided using WWY for long term appointments.

The Committee highlighted that the report showed the City of York Council was less diverse in the employment of people from ethnic minorities backgrounds and non-heterosexual sexual orientation compared to the national average. Members requested that comparison data with other local authorities also be provided to assist the Council in further assessing its data compared with other local authorities, and to find best practice to assist the Council in matching the national average.

Resolved:

- i. Noted the workforce profile provided.
- ii. Comparison data with other local authorities regarding the employment of staff from ethnic minorities backgrounds, non-heterosexual sexual orientation, and individuals with a disability be provided within future Workforce Profile reports.

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

8. Work Plan

Resolved:

- i. That the Work Plan be noted.
- ii. That the Work Plan be updated with regular items for the Committees 2021/22 work plan.

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

9. Redundancy, Retirement and, Settlement Agreements

Members considered a report which advised them of expenditure associated with redundancies. Details of the proposals and their implications were set out in the business cases in exempt Annex A.

Resolved:

- i. That the expenditure associated with the proposed redundancies as detailed in the report annexes be noted.

Reason: So that the Committee has an overview of expenditure associated with pension or exit discretions.

10. Pension or Exit Discretion

Members considered a report which advised them of expenditure associated with a reduction in a staff members hours. Details of the proposals and their implications were set out in the business cases in exempt Annex A.

Resolved:

- i. Noted the expenditure associated with each proposal as detailed in the annex.

Reason: In order to provide an overview of expenditure.

Councillor Aspden, Chair

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