

Meeting	Staffing Matters and Urgency Committee
Date	20 February 2023
Present	Councillors Aspden (Chair), D'Agorne (Vice-Chair), Hook and Douglas
In Attendance	Ian Cunningham (Head of Business Intelligence) Helen Whiting (Head of Human Resources and Organisational Development)

28. Declarations of Interest [17.31]

At this point in the meeting, Members were asked to declare any disclosable pecuniary interests or other registerable interests that they might have in the business on the agenda, if they had not already done so in advance on the Register of Interests. None were declared.

29. Exclusion of Press and Public [17.31]

Resolved: That the press and public be excluded from the meeting during the consideration of Annex A and Annexes A to E for Agenda Items 9 and 10 on the grounds that they contain 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).

30. Minutes [17.31]

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 15 August 2022 be approved and then signed by the Chair as a correct record.

31. Public Participation [17.33]

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

32. Changes to Membership of Committees, Joint Committees administered by other Councils, Regional Local Authority Bodies and Other Bodies [17.34]

Further to the appointments to Committees made at the Annual Meeting, Staffing Matters & Urgency Committee has authority to deal with any in-year changes or appointments to any Committees and Outside Bodies, and the following proposed changes to the membership of Committees were considered:

Health and Wellbeing Board

To replace former Interim Director Simon Bell with Humber and North Yorkshire Health and Care Partnership new Director Sarah Coltman-Lovell as their representative on the board.

Standing Advisory Council for Religious Education

To appoint Sue Bland, Headteacher at St Oswalds Primary School to the vacant Group B position.

Resolved: That the above changes to Committees and Outside Body appointments be approved.

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

33. Workforce demographics as at November 2022 [17:34]

Members considered a report that provided an update on the workforce profile as at quarter 2. Annex 1 of the report gave a full overview of key performance indicators directly linked to the Council's workforce. The Head of Human Resources and Organisational Development outlined the report, noting the decrease in the number of agency staff and absence levels.

In response to a question from a Member regarding what measures were in place to reduce costs for agency staff in Place Directorate, the Head of Human Resources and Organisational Development explained that the council was trying to get the overall number of contract staff down. She noted that not all of the contract staff were FTE and that a number of placements were funded. She added that refuse collectors had been employed in November 2022 and had become CYC employees. The Head of Business Intelligence noted that a number of WWY posts in the directorate were for specific smaller independent tasks, for examples cycle trainers. He added that additional work had been undertaken regarding vacancies in Place Directorate to make the posts more attractive. He was asked and confirmed that appointments were on comparable wages as employees from day one. Members then;

Resolved: That the quarter 2 workforce profile be noted.

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

34. Work Plan [17.44]

The Committee considered their current work plan and made no changes to it.

Resolved: That the work plan be noted.

Reason: To ensure the Committee maintains a program of work.

35. Death in Service Update [17.44]

Members considered a report which advised the Committee of a recent death in service. The Committee respectfully considered the valuable service that the employee had given to the Council and their sad passing.

Resolved: That the sad news associated with the passing of the employees who have died in service be noted.

Note: The above item was considered in private.

36. Redundancy, Retirement and Settlement Agreements [17.46]

Members considered a report which advised them of expenditure associated with redundancy, pension or exit discretions paid in accordance with council policy to employees below the Chief Operating Officer. An overview of expenditure was provided in the table at paragraph 5 of the report.

Resolved: That the expenditure associated with each proposal, as detailed in the annexes to the report, be noted.

Reason: In order to provide an overview of expenditure.

Note: The above item was considered in private

Cllr K Aspden, Chair

[The meeting started at 5.30pm and finished at 5.52pm].