
Meeting	Staffing Matters and Urgency Committee
Date	13 January 2025
Present	Councillors Douglas (Chair), Kilbane (Vice-Chair), Ayre, Lomas, and Widdowson
Officers in attendance	Helen Whiting - Chief Officer - HR and Support Services

11. Apologies for Absence (5:30pm)

No apologies for absence were received.

12. Declarations of Interest (5:31pm)

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.

13. Minutes (5:32pm)

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 2 September 2024 be approved and then signed by the Chair as a correct record.

14. Public Participation (5:32pm)

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

15. Workforce demographics as at 30 September 2024 (Q2) (5:32pm)

The Chief Officer - HR and Support Services presented the report and reported that there were plans to conduct a pay gap report for disability, similar to the gender and ethnicity reports that had been undertaken.

In response to questions from members, the Chief Officer – HR and Support Services confirmed that:

- As seen in the report, tables 1.13 and 1.14 showed a running cumulative total where the final quarter included the totals of preceding quarters.
- Although reliance on Work with York (WWY) was reducing, there was still a need to use WWY to fill short-notice statutory or ad-hoc vacancies.

Resolved: That the committee noted the workforce profile provided in Annex A of the report.

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

16. Redundancy, Retirement and Settlement Agreements (5:53pm)

The Chief Officer - HR and Support Services presented the report and it was;

Resolved: That the committee noted the expenditure and cases that have been approved.

Reason: In order to provide an overview of expenditure.

17. Work Plan (5:55pm)

Members considered and confirmed the draft work plan for the municipal year 2024-2025.

The Chief Officer - HR and Support Services reported that there were no quarterly retention payments to be reported for the meeting scheduled for 24 February 2025.

Resolved: That the members confirm and accept the committee's draft work plan for the municipal year 2024-2025.

Reason: To ensure the Committee maintains a programme of work for the municipal year 2024-2025.

Cllr Douglas, Chair

[The meeting started at 5.30 pm and finished at 5.56 pm].