

Minutes of: HUMAN RESOURCES AND APPEALS PANEL

Date of Meeting: 19 December 2018

Present: Councillor (in the Chair)
Councillors R Hodgkinson, T Holt, McGill and R Shori

Also in attendance:

Public Attendance: No members of the public were present at the meeting.

Apologies for Absence:Councillor Smith

HRA.1 DECLARATIONS OF INTEREST

There were no declarations of interest made at the meeting.

HRA.2 EXCLUSION OF THE PRESS AND PUBLIC

It was agreed:

That the press and public be excluded from the meeting.

HRA.3 REVIEW OF FINANCE FUNCTIONS ACROSS THE COUNCIL AND BURY CLINICAL COMMISSIONING GROUP (CCG)

The Chief Executive, Geoff Little presented a report from the Cabinet Member for Corporate Affairs and HR.

The report set out the proposed changes to the finance functions across the Council and Bury Clinical Commissioning Group. The proposals also form part of the creation of a corporate core.

The members were given the opportunity to make comments and ask questions.

Delegated decisions:

1. That subject to consultation with the staff concerned, the posts set out in the report be transferred to the Assistant Director of Finance, with connections to the services they support through a business partner relationship.
2. That, subject to the approval of Bury CCG, the posts from the Communities and Wellbeing Directorate set out in the report be transferred to report directly to the Deputy Chief Finance Officer Bury CCG, with professional accountability to the Council's Assistant Director of Finance.

HRA.4 APPOINTMENT TO THE POST OF EXECUTIVE DIRECTOR GROWTH AND INFRASTRUCTURE AND PROPOSALS FOR THE GROWTH AND INFRASTRUCTURE DIRECTORATE

Geoff Little, Chief Executive presented a report proposing the permanent appointment to the post of Executive Director Growth and Infrastructure, together with a proposed structure for the Growth and Infrastructure Directorate.

Members of the Panel were given the opportunity to ask questions and make comments.

Delegated decision:

1. To create a permanent Executive Director of Growth and Infrastructure; with the current interim Executive Director for Growth and Infrastructure, who commenced duties on 29th January 2018 on a fixed term contract, being appointed to the permanent role, in accordance with our procedures with effect from 29th January 2019.
2. That the current interim Growth and Infrastructure directorate arrangements become permanent, as set out in the evolving functionality structure in Appendix A. Following the appointment of the two Directors and completion of the planning, architects and estates reviews, structures will be developed in consultation with staff and will be presented to the trade unions and staff for formal consultation through subsequent S188 meetings.
3. That a summary of this report and proposals is presented to trade unions at the formal trade union consultation meeting.

HRA.5 NJC PAY AWARD IMPLEMENTATION APRIL 2019

In April 2018 the Council was informed that an agreement had been reached between the National Employers and the NJC Trade Union Side on the rates of pay applicable from 1 April 2018 and 1 April 2019.

The pay award included the introduction of a new pay spine on 1 April 2019, shown at appendix 1. The new pay spine provides a bottom rate of £9.00, this is the rate set for the Foundation Living Wage in 2019. The National Living Wage for 2019 is £8.21 an hour.

Work has been undertaken with Unison to progress options for implementation.

The report set out:

- Summary of key issues
- Key Milestones
- Progress to date
- Risks
- Financial implications
- Equality and diversity
- Future actions

It was agreed:

That the options set out in appendix 2 be approved.

HRA.6 TO CONSIDER APPLICATIONS SUBMITTED FOR VOLUNTARY EARLY RETIREMENT, FLEXIBLE RETIREMENT AND VOLUNTARY SEVERANCE

It was agreed:

That the following application for Voluntary Early Retirement be approved:

S O C & W Flexible Retirement 01/012019

A S R & R Flexible Retirement 31/12/2018

**COUNCILLOR
Chair**

(Note: The meeting started at 10.00 am and ended at 11.00 am)