

Minutes of: HUMAN RESOURCES AND APPEALS PANEL

Date of Meeting: 25 February 2021

Present: Councillor T Rafiq (in the Chair)
Councillors R Caserta and T Holt

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

HRA.4 APOLOGIES FOR ABSENCE

There were no apologies for absence.

HRA.5 DECLARATIONS OF INTEREST

There were no declarations of interest.

Councillor Caserta registered his displeasure at the late circulation of two reports. The Chair advised that things were moving rapidly with officers were working to numerous tight deadlines. Late reports were therefore unavoidable. These reports would be detailed in full at the meeting so Members could make a fully informed decision.

HRA.6 ESTABLISHMENT OF NEW POST – CONSULTANT IN PUBLIC HEALTH

Lesley Jones, Director of Public Health, presented the report which sought to establish a new Consultant in Public Health Post within the Public Health Department Structure within existing resources in order to fulfil statutory duties.

Decision:

That the Panel approve establishment of the post and allow permanent recruitment to commence as per HR guidance as soon as possible.

HRA.7 BURY EMPLOYMENT SUPPORT AND TRAINING (BURY EST) CHANGE TO ESTABLISHMENT

Andy Crawford, Service Manager (Sheltered Housing & Carelink), presented the report which sought to disestablish a vacant part time Senior Support Worker position and use released funds to increase the hours of a vacant part time Placement Officer position to full time hours (37 hrs). In response to a Member's question, it was noted the team were based at Manchester Road Park.

Decision:

That the Senior Support Worker position is disestablished, and the funds used to increase the hours of the Placement Officer position to full time hours.

HRA.8 PAY POLICY STATEMENT 2021-22

Caroline Schofield, Head of Corporate HR Services, presented the report which was required to be produced under Section 38 (1) of the Localism Act 2011 and would be taken to Council for decision.

Decision:

That the report be noted.

HRA.9 THE ESTABLISHMENT OF 1 NEW FIXED TERM POST TO TACKLE THE CLIMATE EMERGENCY

David Giblin, Head of Service (Engineering), presented the report which outlined the need for 1 additional in-house officer (2-year fixed term) to ensure Bury Council delivers a suitable response to the declaration of a Climate Emergency and to make the necessary progress towards promoting Active Travel in the borough, thereby leading to improvements in air quality, reductions in congestion, reliance on personal motorised transport whilst delivering increased health outcomes and modal shift.

In response to Members' questions, it was noted that this post would be on the engineering side, to identify what schemes were needed, work up engagement, business plans and funding bids.

Decision:

That approval is granted for the employment to the following fixed term post to progress the delivery of actions to respond to the Climate Emergency and to make suitable progress towards the promotion of Active travel: - Cycling & Walking Officer, Grade 9 (£24,082 – £27,741 per annum), 24-month contract

HRA.10 ESTABLISHMENT OF PERMANENT POST - SOCIAL DEVELOPMENT ASSISTANT

Joanne Smith, Development Officer, presented the report which sought to make permanent the fixed term, full time Social Development Assistant post currently funded through transformation money. In response to a Member's question, it was noted that the team name was to be reviewed, but details of this position were outlined in the attached job description.

Decision:

That the fixed term, full time Social Development Assistant post currently funded through transformation money be made a permanent post within the establishment.

HRA.11 RELOCATION OF PEST CONTROL TO BRADLEY FOLD DEPOT

Peter Stokes, Head of Street Scene, presented the report which proposed to relocate Pest Control to Bradley Fold in order to promote closer working with the wider Streetscene service and potentially increase external income for the Council generated from the private lease of Hurst Street.

In response to Members' questions, it was noted that owing to the various timescales involved the move would not take place before summer, and little clean up would be required at the Hurst Street unit.

Decision:

That the Pest Control service be relocated from Hurst Street, Bury to Bradley Fold Depot, Radcliffe.

HRA.12 ESTABLISHMENT AND EXTENSION - REVIEW TEAM

Adrian Crook, Assistant Director for Adult Social Care, presented the report which proposed that the existing Review Team be permanently established and expanded through the creation of six additional posts.

Decision:

The Panel support the proposed establishment and expansion of the Team in order to enable Bury Council to complete its support plan review duty in a more efficient and effective manner.

HRA.13 DEPUTY CHIEF FINANCIAL OFFICER

Geoff Little, Bury Council Chief Executive/NHS Bury CCG Accountable Officer, presented the report which proposed the recruitment of a Deputy Chief Finance Officer with responsibility for the operational management of the Council's finance function. The long-standing structure saw a joint Chief Finance Officer with one Deputy for the CCG and one for the Council. This arrangement changed last year, with the interim Council role being given S151 responsibilities and a changed title. Following the recruitment of a joint Chief Finance Officer in December, this report proposed the recruitment to the Deputy post.

In response to Members' questions, it was noted that band E was a top salary of £94,813 but with on-costs came to a cost to the Council of approximately £127,000 which would be considered in the context of the wider finance restructure. It was noted that although this post would not save or make money for the Council, it would serve to improve knowledge of how monetarily efficient transformation projects were. It was also noted there might be a gap between the S151 Officer leaving and this post beginning, which could be covered, i.e. by acting-up arrangements.

Decision:

That the post of Deputy Chief Financial Officer (Band E) be established and recruited to.

COUNCILLOR T RAFIQ

Chair

(Note: The meeting started at 1.00 pm and ended at 2.06 pm)