

**MINUTES
APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

Tuesday 29 October 2019

Councillor John Clarke (Chair)

Councillor Michael Payne
Councillor Michael Adams
Councillor Sandra Barnes

Councillor Bob Collis
Councillor Marje Paling

Absent: Councillor Chris Barnfather

Officers in Attendance: K Bradford, D Archer and A Dubberley

21 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Councillor Barnfather.

22 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 5 SEPTEMBER 2019

RESOLVED:

That the minutes of the above meeting, having been circulated, be approved as a correct record.

23 DECLARATION OF INTERESTS.

None.

24 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

25 EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That, Members being satisfied that the public interest in maintaining the exemption outweighs the public interest in disclosing the information that under Section 100(a)(4) of the Local Government Act 1972, the public and press be excluded from the meeting during the consideration of the ensuing reports on the grounds that the reports involve the likely disclosure of exempt information as defined in Paragraphs 1 and 4 of Part 1 of Schedule 12a of the Local Government Act 1972.

REPORT OF THE SERVICE MANAGER- ORGANISATIONAL DEVELOPMENT - FLEXIBLE AND AGILE WORKING POLICY

The Service Manager Organisational Development introduced a report to notify Members of the consultation outcome in respect of proposals to amend the Flexible and Agile working policy in order to inform this committee's decision in respect to policy implementation.

RESOLVED to:

- 1) Note the comments made during the consultation;
- 2) Request that a report on how the new policy is operating is brought back to the Committee in one year;
- 3) Implement, with immediate effect, the proposed Flexible and Agile Working Policy revised by management in response to the consultation comments recommended for adoption by the Joint Consultative and Safety Committee and shown at Appendix 1 to the report; and
- 4) Authorise the Service Manager, Organisational Development, under the direction of the Chief Executive, to make any further drafting changes to the policy as required by the committee and communicate the new policy to employees.

REPORT OF THE CHIEF EXECUTIVE - STRUCTURAL REVIEW: MANAGEMENT RATIONALISATION AND RE-ORGANISATION

The Chief Executive introduced a report, which had been circulated in advance of the meeting, notifying the Committee of the outcome of the consultation process and the recommendations made by the Joint Consultative and Safety Committee of 8 October.

Members supported the proposals made by the Chief Executive and asked her to give careful consideration to the capacity of the teams affected and management arrangements for the future.

RESOLVED to:

- 1) Note the comments made during the consultation made by UNISON and employees affected by the proposals together with comment made by the Joint Consultative and Safety Committee of 8 October; and
- 2) Support the proposals made by the Chief Executive so that they can be implemented under authority delegated to her.

The meeting finished at 3.00 pm

Signed by Chair:

Date: