

**MINUTES
APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

Wednesday 17 March 2021

Councillor John Clarke (Chair)

Councillor Michael Payne
Councillor Sandra Barnes
Councillor Bob Collis

Councillor Marje Paling
Councillor Sam Smith

Absent: Councillor Michael Adams

Officers in Attendance: D Archer and A Dubberley

42 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Councillor Adams.

43 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 16 DECEMBER 2020

RESOLVED:

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

44 DECLARATION OF INTERESTS.

None.

45 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

46 EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That, the 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 report involves the likely disclosure of exempt information as defined in Paragraph 4 of Part 1 of Schedule 12a of the Local Government Act 1972.

47 OVERTIME AND STAND-BY & CALLOUT POLICIES-IMPLEMENTATION

The Head of HR, Performance and Service Planning introduced a report seeking approval to implement the proposal for policy change in respect of the Overtime and Stand-by and Callout policies.

RESOLVED to:

- 1) Note the consultation comments and recommendations from the Joint Consultative and Safety Committee; and
- 2) Agree to implement the proposals made to amend policy in respect to Overtime and Stand-by and Callout with effect from 1 April 2021.

48 WORKFORCE STRATEGY- IMPLEMENTATION

The Head of HR, Performance and Service Planning introduced a report, which was circulated in advance of the meeting, seeking authorisation to implement the proposal for the introduction of a Workforce Strategy.

RESOLVED to:

- 1) Note consultation comments and recommendations from the Joint Consultative and Safety Committee; and
- 2) Authorise the implementation of the proposed Workforce Strategy with effect from 1 April 2021.

49 EQUALITY POLICY (EMPLOYMENT)

The Head of HR, Performance and Service Planning introduced a report, which was circulated in advance of the meeting, seeking authorisation to implement the proposal to amend the Employment Equality Policy.

RESOLVED to:

- 1) Note the consultation comments and recommendations from the Joint Consultative and Safety Committee; and
- 2) Agree to the implementation of the proposals made to amend policy in respect to Equality (Employment) with effect from 1 April 2021.

The meeting finished at 10.38 am

Signed by Chair:
Date: