

**MINUTES
APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

Wednesday 8 October 2025

Councillor John Clarke (Chair)

Councillor David Ellis	Councillor Marje Paling
Councillor Paul Hughes	Councillor Kathryn Fox
Councillor Jenny Hollingsworth	

Absent: Councillor Michael Adams, Councillor Viv McCrossen

Officers in Attendance: M Hill, J Lovett, K Lindley and L Squires

37 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Councillor Viv McCrossen and Councillor Michael Adams.

38 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 18/06/2025.

RESOLVED:

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

39 DECLARATION OF INTERESTS.

None.

40 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

41 EXCLUSION OF THE PRESS AND PUBLIC

Exclusion of the press and public. To move that under Section 100(A)(4) of the Local Government Act 1972 the public and press be excluded from the meeting during consideration of the ensuing report on the grounds that the report involves the likely disclosure of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

42 CUSTOMER SERVICES STAFF RESTRUCTURE

The Assistant Director of Transformation circulated a report prior to the meeting to seek approval to consult on proposed staffing structure changes

to the Customer Engagement (Customer Services) function that impact on the senior management of the organisation to deliver cashable savings that are required to ensure the resilience of the Medium-Term Financial Plan.

RESOLVED:

That Committee:

- 1) Approve the progression of the proposed restructure and associated actions. This includes consultation with the workforce and trades unions as set out in the report.

43

CONSULTATION CLOSURE ON UPDATED/NEW HR POLICIES

The Assistant Director of Workforce circulated a report prior to the meeting to provide an update following the consultation process on revised/new policies.

Also to provide the Committee with the opportunity to comment on the Absence Management Policy and Learning & Development Policy which were launched for consultation by the Head of Paid Service.

RESOLVED:

That:

- 1) The Appointments and Conditions of Service Committee review the feedback from the Joint Consultative and Safety Committee and provide final approval to implement the HR Policies attached.

The meeting finished at 10.50 am

Signed by Chair:

Date: