

NORTH DORSET DISTRICT COUNCIL

MINUTES OF THE MEETING OF THE PERSONNEL COMMITTEE HELD IN THE COUNCIL CHAMBER, NORDON, SALISBURY ROAD, BLANDFORD FORUM, ON WEDNESDAY, 27 SEPTEMBER 2006 AT 2.00PM

Present: Cllr J P L Tory (Vice Chairman)
Cllr Mrs S Chapman
Cllr R E Moyle
Cllr C A Pemberton
Cllr G F Spencer

Also Present: Cllr P Webb (Acting Leader of the Council)

Officers: Bobbie Bragg Senior Personnel Adviser
Stephen Hill General Manager, Development and Resources

Others: Chris Schofield, FCIPD - Chris Schofield Associates

Apologies: Cllrs Cooper and Whitehead.

6. DECLARATIONS OF INTEREST

No declarations of interest were received.

7. MINUTES

The minutes of the meeting of the Committee held on 2 August 2006 were approved as a correct record and signed by the Chairman.

8. REVIEW OF PERSONNEL POLICIES – MARKET FORCES SUPPLEMENTS POLICY

The Committee received and considered the Market Forces Supplements Policy outlining the agreed approach to be taken in the application, monitoring and review of Market Forces Supplements within the Council that could be applied on the re-appointment of posts.

In response to questions from Members, officers gave details of the operation of the Policy. It was particularly noted that the application of supplements would be exceptional and decisions to apply them would be made corporately.

Resolved

To approve the **Market Forces Supplements Policy** which will form part of the Personnel Policy Framework of the Authority.

9. EXCLUSION OF PUBLIC AND PRESS

That under Section 100(A)(4) of the Local Government Act 1972 the press and public be excluded from the meeting of the business specified in Agenda Item 6 because it is likely that, if members of the press and public were present, there would be a disclosure to them of exempt information as defined in paragraph 4 of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing that information.

Resolved

To exclude the public and press from the meeting for the following Item (Minute No. 10).

10. REVIEW OF PERSONNEL POLICIES – REDUNDANCY AND RE-DEPLOYMENT

The Committee received a presentation from Chris Schofield regarding the Redundancy and Re-deployment Policy. It was noted that the Discretionary Compensation Regulations 2006 had been delayed and had not yet come before Parliament as had been anticipated.

The Committee noted that the Council was ahead of most authorities in having a Policy ready for agreement at this stage.

Resolved

To approve, subject to the Discretionary Compensation Regulations 2006 being laid before Parliament, the proposed Redundancy and Redeployment Policy and Policy Statement and recommend them to Council, with a copy to Cabinet for comment.

Members thanked Chris Schofield and the officers involved in preparing the policy for their skills and expertise in supporting the Personnel Committee on this complex issue.

The meeting closed at 3.30pm

Chairman