

MINUTES of the meeting of the **PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE** held at 1.00 pm on 10 February 2021 at Remote.

These minutes are subject to confirmation by the Committee at its next meeting.

Elected Members:

Mr Tim Oliver (Chairman)
Ms Denise Turner-Stewart
Mr Ken Gulati
Mr Eber A Kington
Mr Chris Botten
Mrs Mary Lewis

1/21 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]

Apologies were received from Colin Kemp. Mary Lewis acted as substitute.

2/21 MINUTES OF THE PREVIOUS MEETING [10 DECEMBER 2020] [Item 2]

The minutes were agreed as a true record of the meeting.

3/21 DECLARATIONS OF INTEREST [Item 3]

There were none.

4/21 QUESTIONS AND PETITIONS [Item 4]

There were none.

5/21 ACTION REVIEW [Item 5]

Declarations of interest:

None.

Witnesses:

None.

Key points from the discussion:

1. The Committee noted that there were no updates on the Actions Tracker.

Actions/ further information to be provided:

None.

RESOLVED:

The Committee noted the Actions Tracker.

6/21 FORWARD WORK PROGRAMME [Item 6]

Declarations of interest:

None.

Witnesses:

Jackie Foglietta, Director – HR&OD

Key points from the discussion:

1. The Committee noted the items of the Forward Work Programme.
2. In regards to the SCC Pay 2021/22 item on the Forward Work Programme, a Member asked whether March 2021 was too late to consider the collective agreement. Officers confirmed that consideration of the item was late however negotiations were still ongoing with the trade unions. Members further noted that it was unlikely that a pay deal would be in place by April 2021 however any changes would be back-dated once agreed.

Actions/ further information to be provided:

None.

RESOLVED:

The Committee noted the Forward Work Programme.

7/21 STAFFING MATTERS IN RESPONSE TO COVID-19 [Item 7]

Declarations of interest:

None.

Witnesses:

Jackie Foglietta, Director – HR&OD

Key points raised during the discussion:

1. The Director – HR&OD provided Members with an update on staffing matters in relation to Covid-19 in response to the latest phase of the pandemic. Members noted that, although the number of cases within the current wave were higher, the council had been much better prepared in all areas in relation to workforce. Members were provided with a short presentation and the slides presented were included in the meeting's agenda.
2. The Committee had a discussion about front line and residential council staff refusing to receive the Covid-19 vaccine and asked whether refusal data was being collated and, further to this, what proactive steps were being taken to support vaccine uptake. Officers explained that there were a number of reasons why someone might refuse a vaccination and that it was against data protection regulations to record individuals preference. Members went on to note that any member of front line staff that had refused to be vaccinated, and could not work from home, may be redeployed to a non-front line role. Members highlighted the importance of proactive communications to support the uptake of the Covid-19 vaccinations by council staff where

appropriate. A Member of the Committee went on to stress the importance of the Corporate Leadership Team finding a suitable way of recording and addressing vaccine refusals.

3. In regards to reallocation of staff, A Member asked whether there had been any negative impacts to business continuity as a result of redeployments. Officers confirmed that the redeployment of staff had been successful and they had not yet identified any impacts of business continuity.
4. The Committee asked for clarification on the pay arrangements in place for staff who were self-isolating. Officers confirmed that the council continued to pay staff who were unable to be redeployed and were self-isolating.
5. Members noted that sickness rates, other than for COVID-19 reasons, were not higher than in the previous year.

Actions/ further information to be provided:

None.

RESOLVED:

To note the content of the report.

8/21 EXCLUSION OF THE PUBLIC [Item 8]

RESOLVED: That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information under the relevant paragraphs of Part 1 of Schedule 12A of the Act.

9/21 CENTRALLY EMPLOYED TEACHERS 2020/2021 PAY SETTLEMENT [Item 9]

Witnesses:

Emma Lucas, Head of Business Partnering and Employment Practice

Key points raised during the discussion:

1. The report was introduced by officers. The Committee asked a number of questions which were responded to by the officers present before moving to recommendations.

Actions/ further information to be provided:

None.

RESOLVED:

See exempt minute [E-4-22]

10/21 PUBLICITY OF PART 2 ITEMS [Item 10]

11/21 DATE OF NEXT MEETING [Item 11]

The Committee noted that its next meeting would be held on 31 March 2021.

Meeting ended at: 2:00pm

Chairman