



## Personnel Sub-Committee

### Minutes of a meeting held on 14 April 2014 at East Northamptonshire House, Thrapston

**Present:** Councillors    Roger Glithero JP    (Chairman)  
                                      Jeremy Taylor        (Vice-Chairman)  
                                      Wendy Brackenbury  
                                      Glenn Harwood MBE  
                                      Steven North

                                      Sharn Matthews        Executive Director  
                                      David Reed             Head of Planning Services  
                                      Aime Armstrong        Human Resources Manager

#### **1.0        MINUTES**

- 1.1        With reference to minute 9 regarding potential shared services, it was noted that at the meeting of the Policy and Resources Committee where these minutes had been adopted, Members had remarked that it would not be the existence of a business case alone that would determine whether a shared service would proceed as there would be other considerations that needed to be taken into account.
- 1.2        The minutes of the meeting held on 17 March 2014 were approved and signed by the Chairman.

#### **2.0        APOLOGIES FOR ABSENCE**

- 2.1        Apologies for absence were received from David Oliver (Chief Executive) and Katy Everitt (Head of Resources and Organisational Development)

#### **3.0        DECLARATIONS OF INTEREST**

- 3.1        No declarations of interest were made.

#### **4.0        QUESTIONS UNDER PROCEDURE RULE 10.3**

- 4.1        There were no questions submitted under Procedure Rule 10.3

#### **5.0        EXCLUSION OF PUBLIC AND PRESS**

**RESOLVED:**

That the public and press be excluded from the meeting during consideration of the following item of business because exempt information, as defined under paragraphs 1 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972, may be disclosed.

**6.0 SP29: PROFESSIONAL PLANNING STAFF**

- 6.1 The Head of Planning Services presented a report outlining proposals to strengthen the professional planning staff resources in both the development management and planning policy teams. These proposals were in response to increasing expectations on the planning service to determine planning applications and progress the Four Towns Plan.
- 6.2 Whilst welcoming the proposals, Members were keen to ensure that there would be ongoing development within the jobs and flexibility to allow different areas or work to be experienced. This might aid the retention of staff which had been an issue of some concern to the Sub-Committee in the recent past.
- 6.3 The sources of funding identified in the report would also need to be kept under review so that should any further action be required, this could be considered at an early stage. This might be relevant to the projected increase in planning application fees, although the Head of Planning Services considered the budget projections to be cautious. Members welcomed the reduction in the budget for consultants and, whilst the use of consultants was acknowledged as being useful, the shift to providing in-house resources arising from the proposals in the report would be beneficial.

**RESOLVED:** That

- i) The contents of the report and the conclusions of the Equalities Impact Assessment be noted.
- ii) In respect of development management, that the Senior Development Control Officer post 03/501 be made a permanent position and a second Senior Development Control Officer post be established.
- iii) In respect of policy and conservation, that the Planning Policy Officer post 03/532 be made a permanent position and a second Planning Policy Officer post be established and the senior role of the Trees and Landscape Officer post 03/505 be remunerated as recommended in the report with effect from January 2014.
- iv) The funding for these posts be as set out in section 4 and Appendix 2 of the report.
- v) The Head of Planning Services, in consultation with the Chairman of the Personnel Sub-Committee, be authorised to implement the changes set out above.
- vi) A further report on the impact of the staffing changes in Planning Services be submitted to the Sub-Committee by December 2014

*(Reason: to provide sufficient resources to determine planning applications and progress the council's local plan strategy as quickly as possible following the Review of the Core Spatial Strategy.)*

**Chairman**