



## Personnel Sub-Committee

**Minutes of a Meeting held on Monday 19 September 2016 at 10.30am, East Northamptonshire House, Thrapston**

**Present:** Councillors: Roger Glithero (Chairman)  
Wendy Brackenbury  
Steven North

Officers: David Oliver Chief Executive  
Aime Armstrong Human Resources Manager

### **1.0 APOLOGIES FOR ABSENCE**

1.1 Apologies for absence were received from Councillors Glenn Harwood MBE and Sarah Peacock.

### **2.0 MINUTES**

2.1 The minutes of the meetings of the Personnel Sub-Committee held on 20 June and 25 July 2016 were approved and signed by the Chairman.

### **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 WORKFORCE STATISTICS**

5.1 The Sub-Committee reviewed data concerning staff sickness, turnover and the number of staff employed, particularly the impact of long-term absences on the overall sickness levels and the management of the reasons for sickness absence.

### **RESOLVED:**

That the report be noted.

**6.0 EXCLUSION OF PUBLIC AND PRESS**

**RESOLVED:**

That the public and press be excluded from the meeting during consideration of the following items of business because exempt information, as defined under paragraphs 2 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972, may be disclosed.

**7.0 DELIVERING THE COUNCIL'S GROWTH AND INCOME GENERATION PRIORITIES**

- 7.1 The Chief Executive presented a report setting out recent changes to the government's approach to funding local government, including proposals for retention of National Non-Domestic Rates by local authorities, together with outcomes and actions in the 2016-19 Council Corporate Plan for regeneration and economic development and financial stability.
- 7.2 It had become evident that the Council needed to do more to build relationships with businesses, to support their growth and generate more income to support the Council's financial position. It was therefore proposed to create a new role at Head of Service level to drive these changes.
- 7.3 The responsibilities proposed for the post were outlined to the Sub-Committee, along with the proposed funding of the post in 2016/17 and future years.
- 7.4 There would need to be consultation across the organisation and with Unison and the results of the consultation would be reported back to the Sub-Committee in due course.

**RESOLVED TO RECOMMEND TO FULL COUNCIL:** That

- i) a new post of Head of Economic & Commercial Development be created.
- ii) the costs of the role in 2016/17 be funded through any underspend in the Council's budgets or, if there is no underspend or it is insufficient to cover the full costs, any shortfall be met from the Council Improvement Reserve and the costs for 2017/18 onwards be built into the 2017/18 budget and Medium Term Financial Strategy.

**RESOLVED:**

That the start of consultation on the proposed new role and associated changes be approved.

*(Reason: To ensure that the Council has the resources and the focus required to deliver its growth ambitions and to generate sufficient income to ensure its future financial stability).*

**8.0 ICT STRATEGY CONSULTATION**

- 8.1 The Chief Executive presented a report setting out proposals for the development and implementation of a new ICT strategy to reflect the pace of change in ICT and the changing needs of both this council and the Borough Council of Wellingborough which had operated a shared ICT service for over 6 years.
- 8.2 Consultants had been commissioned earlier this year by both councils to carry out the review and a draft strategy had been approved by the ICT Partnership Board, which comprised the Chief Executives of both councils and other members of the two management teams.

**RESOLVED:** That

- i) the process for the development and implementation of a new ICT strategy and the progress to date be noted.
- ii) the Chief Executive, with appropriate support from Human Resources, be authorised to consult relevant staff and Unison about the proposed changes

*(Reason: To ensure that the ICT team and any other staff affected by the ICT strategy are effectively and meaningfully engaged in its development and implementation).*

**Chairman**