

Congleton Town Council

Minutes of the Personnel Committee meeting held on Thursday,
21st April, 2011

PRESENT: Councillors G Baxendale
E Clarke
Mrs S A Holland
D Murphy
D Parker
D Martin

1. APOLOGIES

Apologies for absence were received from Councillor R Boston.

2 MINUTES OF THE PREVIOUS MEETING

PERS/15/1011 RESOLVED –That the Minutes of the meeting held on 4th November 2010 be approved and signed by the Chairman.

3 DECLARATIONS OF INTEREST

Members are requested to declare both “personal” and “personal and prejudicial” interests as early in the meeting as they become aware of it.

Councillor G Baxendale declared a personal interest in any matters related to Cheshire East Borough Council.

4 OUTSTANDING ACTIONS

None.

5 RESOLUTION TO EXCLUDE THE PUBLIC & PRESS

PERS/16/1011 RESOLVED –That in accordance with the Public Bodies (Admission to Meetings) Act 1960, public and press be excluded from the meeting for the matters set out below on the grounds that it could involve the likely disclosure of private and confidential information or staff matters.

MATTERS TO BE CONSIDERED WITH THE PUBLIC AND PRESS EXCLUDED

6 PAY ARRANGEMENTS 2010-11 and 2011-12

It was noted that NALC has advised all councils that there will be no increase in pay for staff for 2010-11. In so far as 2011-12 is concerned, the employers have stated that they are not in a position to offer any increase in pay, but will pursue changes to the Green Book.

PERS/17/1011 RESOLVED – That

1. That the correspondence from NALC on pay be received and noted.

2. The Clerk to prepare a paper and costing for a staff Christmas bonus payment.

7 ABOLITION OF THE DEFAULT RETIREMENT AGE

Correspondence from NALC confirming the abolition of the Default Retirement Age, whereby employees can no longer be compulsory retired at 65 years of age.

PERS/18/1011 RESOLVED:- That the correspondence from NALC be received.

8 EQUALITY ACT

The public sector equality duty embodied in the Equality Act 2010 sets out 7 different types of discrimination from which people are protected and as a consequence changes are recommended to the council's policies and documents.

PERS/19/1011 RESOLVED That:-

1. To authorise amendments to all contracts of employment to delete the default retirement age of 65.
2. To adopt an amended Equality Policy. Appendix 2.
3. To make a response to the Consultation on secondary duties, stating that the council believe these specific duties are too onerous for local councils.
4. The recommendations set out in Appendix 1 be adopted and changes to the Employers Handbook/Personnel Policies.
5. The Town Clerk be authorised to make the necessary changes to Personnel Operating Procedures.
6. That a further report be made to future meetings, once the results of the consultation are known, to outline the information to be published.
7. That Councillors and staff receive further equality training.

D A Parker
Chairman