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Tuesday, 5 July 2022

Dear Sir/Madam

EMPLOYMENT COMMITTEE

A meeting of the Employment Committee has been arranged to take place **WEDNESDAY, 13TH JULY, 2022 at 6.00 PM IN THE COMMITTEE ROOM** District Council House, Lichfield to consider the following business.

Access to the Committee Room is via the Members' Entrance.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Christie Tims'.

Christie Tims
Chief Operating Officer

To: Members of Employment Committee

Councillors Matthews (Chair), S Wilcox (Vice-Chair), Banevicius, Birch, Parton-Hughes, Powell, Robertson, Tapper, Gwilt and Warfield



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AGENDA

1. Apologies for Absence
2. Declarations of Interest
3. Minutes of the Previous Meeting 3 - 4
4. **Exclusion of Press and Public**

RESOLVED: "That as publicity would be prejudicial to the public interest by reason of the confidential nature of the business to be transacted, the public and press be excluded from the meeting for the following items of business, which would involve the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972"

IN PRIVATE

5. Target Operating Model (TOM) Proposals Presentation Verbal Report
6. Voluntary Severance Applications To Follow



EMPLOYMENT COMMITTEE

1 JUNE 2022

PRESENT:

Councillors Matthews (Chair), S Wilcox (Vice-Chair), Robertson and Warfield

1 APOLOGIES FOR ABSENCE

Apologies were received from Councillors Banevicius, Birch, Gwilt, Parton-Hughes, Powell and Tapper.

2 DECLARATIONS OF INTEREST

There were no declarations of Interests.

3 MINUTES OF THE PREVIOUS MEETING

The minutes of the previous meeting were agreed as a correct record.

4 BABC – SEVERANCE POLICY

The Committee received a report on the proposed Voluntary Severance Policy. It was reported that as part of the Being a Better Council (BABC) programme, it was envisioned that around 30 FTE roles would need to be removed from the establishment to allow for the new Target Operating Model to work effectively as well as close the funding gap. It was noted that there was a similar number of vacancies that had been held open in anticipation of the restructuring of the Council, however further volunteers would provide more opportunity for change and innovation and limit potential roles that could otherwise need to be made compulsorily redundant.

It was reported that there would be expressions of interest over a three week period and any decision would be based on a business case. It was noted that operational staff including from the Joint waste service would be excluded. Approvals for the applications would be considered by Leadership Team and Full Council if required.

The Committee then asked questions.

When asked, it was reported that there were currently 20 vacant positions which were being covered by agency or other staff. It was noted that the new structure was designed to be more horizontal rather than silo in nature.

It was asked if there would be robust monitoring around quality and it was noted that there would be a need to review each case on its merits.

There was concern that there could be loss in expertise however noted it was an opportunity to innovate and be clear on what roles were strategic and what was operational. It was noted that any decision would ultimately have to be right for the Council.

It was noted that there was an obligation to abide by the Local Government Pension Scheme and when asked, it was confirmed that there would be a 17 week calculation if not on standard monthly salary eg seasonal.

It was asked if there was a right to appeal and it was reported that there was one drafted however it had been challenged by the local branch of the Union as it was believed that there would be enough opportunity for dialogue to go through any issues. It was also felt it would be difficult to compose another level of panel to consider these appeals with the same expertise as the initial application consideration panel. It was agreed however to review this if required.

It was discussed if there was any potential indirect discrimination as excluded services like waste were a majority male workforce. It was agreed to note and re-evaluate the wording of the Equality Impact Statement to reflect this.

RESOLVED: (1) That the Voluntary Severance Policy as set out in the report be approved and a window for expressions of interest be opened between 6 and 27 June 2022;

(2) That suitable business cases be developed to identify employees who could be granted severance packages for consideration by this committee and for funding such a scheme be approved by Full Council in July.

5 EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That, as publicity would be prejudicial to public interest by reason of the confidential nature of the business to be transacted the public and press be excluded from the meeting for the following items of business which would involve the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 as amended.

IN PRIVATE

6 CONFIDENTIAL MINUTES OF THE LAST MEETING

The confidential minutes of the previous meeting were agreed as a correct record.

(The Meeting closed at Time Not Specified)

CHAIRMAN