

**PERSONNEL COMMITTEE
21ST DECEMBER 2021**

PRESENT: The Chair (Councillor Morgan)
The Vice Chair (Councillor Boldrin)
Councillors Snartt and Hunt

Strategic Director; Environmental and Corporate
Services
Charnwood HR Manager

APOLOGIES: Councillors Poland and Shepherd. Councillors
Barkley and J. Bradshaw attended the meeting
virtually.

The Chair stated that the meeting would be recorded and the sound recording subsequently made available via the Council's website. He also advised that, under the Openness of Local Government Bodies Regulations 2014, other people may film, record, tweet or blog from this meeting, and the use of any such images or sound recordings was not under the Council's control.

14. APOLOGIES

Apologies had been received from Councillors Poland and Shepherd.

Councillors Barkley and J Bradshaw attended the meeting virtually, see notes at end of minutes.

15. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 5th October 2021 was confirmed as a correct record and signed.

16. DISCLOSURES OF PECUNIARY AND PERSONAL INTERESTS

No disclosures were made.

17. QUESTIONS UNDER COMMITTEE PROCEDURES 12.8

No questions had been submitted.

18. PAY POLICY STATEMENT 2022/23

A report of the Head of Strategic Support was submitted seeking to gain Personnel Committee approval on the Council's Pay Policy Statement covering the period 1st April 2022 to 31st March 2023 (item 5 on the agenda filed with these minutes).

It was confirmed that the Council's pay multiple of 5.66 was parallel to that of many other Local Authorities.

RESOLVED that the Pay Policy Statement for 2022/23, attached at Appendix A, proceed to Full Council for formal approval and adoption.

Reason

To ensure that the Council meets its obligations under Section 38 of the Localism Act 2011.

Members of the Committee attending virtually confirmed that they would have voted to support the recommendation in the report had they been physically at the meeting and able to do so.

19. APPRENTICESHIP REPORTING UPDATE - 1ST APRIL 2020 TO 31ST MARCH 2021

A report of the Head of Strategic Support to provide Personnel Committee with information relating to the apprenticeship scheme within the Council and the apprenticeship target reporting for the period 1 April 2020 to 31 March 2021 (item 6 on the agenda filed with these minutes).

There was an enquiry regarding the placement of Apprentices within the Council's service areas and opportunities following completion of Apprenticeship programmes. It was confirmed that this information could be shared with the Committee following the meeting.

It was highlighted that targets had previously been met regarding the number of Apprentices employed by the Council. It was unclear whether other Local Authorities had met targets. It was agreed that this information be provided to the Committee following the meeting.

RESOLVED

1. That the findings of the apprenticeship reporting be noted by Personnel Committee.
2. That information on the service areas which the Council's Apprentices worked within and opportunities following completion of Apprenticeship programmes be circulated to the Committee.
3. That information regarding targets of the number of Apprentices of other Local Authorities be provided to the Committee.

Reasons

1. The Public Sector Apprenticeship Targets Regulations 2017 came into force on 31 March 2017. All public bodies with 250 or more staff in England as of 31

March have a target to employ an average of at least 2.3% of their staff as new apprentice starts over the period of 1 April 2017 to 31 March 2021.

2. To provide the Committee with more information on the placement of Apprentices within the Council.
3. To provide the Committee with benchmarking statistics regarding Apprenticeship targets.

Members of the Committee attending virtually confirmed that they would have supported the recommendation within the report had they been physically present at the meeting and able to do so.

NOTES:

1. Councillors Barkley and J Bradshaw attended this meeting virtually. This was to limit the members of Committee members in the meeting room to quorum only given the position with Covid 19. Votes were taken only by Committee members physically present at the meeting.
2. The Strategic Director for Environmental and Corporate Services attended the meeting virtually. The HR Manager physically present at the meeting.
3. No reference may be made to these minutes at the Council meeting on 17th January 2022 unless notice to that effect is given to the Democratic Services Manager by five members of the Council by noon on the fifth working day following publication of these minutes.
4. These minutes are subject to confirmation as a correct record at the next meeting of the Personnel Committee.