

STAFF COMMITTEE



MONDAY, 25 MARCH 2019 - 2.30 PM

PRESENT: Councillor Mrs M Davis (Chairman), Councillor R Butcher (Vice-Chairman), Councillor S Clark, Councillor A Hay, Councillor P Murphy and Councillor D Oliver

APOLOGIES: Councillor Mrs V Bucknor and Councillor D Connor

OFFICERS IN ATTENDANCE: Linda Albon (Member Services & Governance Officer), Sam Anthony (Head of HR and OD), Peter Catchpole (Corporate Director and Chief Finance Officer), Dan Horn (Head of Housing & Neighbourhood Services), Neil Krajewski (Deputy Chief Accountant) and Nick Harding (Head of Shared Planning)

S14/18 PREVIOUS MINUTES

The minutes of the meeting of 12 November 2018 were confirmed and signed.

S15/18 NEW ALCOHOL AND DRUGS AT WORK POLICY

Sam Anthony presented to the Committee the proposed new Alcohol and Drugs at Work Policy.

Members made comments, asked questions and received responses as follows:

- Councillor Hay noted the statement on Appendix 2 that the Council “would not necessarily have the jurisdiction to test contractors” and asked if this could be built into their contracts. Sam Anthony advised that this could be done with future contracts but in the case of existing contractors, the Council could either seek to test them or have them removed from the premises if suspected of being under the influence of drugs and/or alcohol.
- Councillor Hay asked if there had been a previous policy. Sam Anthony advised there had been a substance misuse policy but this was based on observed behaviour, whereas the testing process responds to a legitimate concern and provides fact. Other local authorities in the area have adopted a very similar policy so it was felt appropriate for the Council to revise its policy.

The Staff Committee noted the policy and approved the adoption of the new Alcohol and Drugs at Work Policy.

S16/18 PROPOSAL FOR CCTV SHARED SERVICE - SHARED CCTV MANAGER

Dan Horn presented the report regarding the proposal to create one CCTV manager for the new shared CCTV service for Peterborough City Council and Fenland District Council.

The Staff Committee approved the restructure proposed as set out in Appendix A of the confidential report.

(Members resolved to exclude the public from the meeting for this item of business on the grounds that it involved the disclosure of exempt information as defined in Paragraphs 1, 2 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972)

S17/18 IMPLEMENTATION OF NATIONAL PAY SPINE CHANGES

Sam Anthony presented the report regarding the Council's proposed new pay spine and grading boundaries, which the Council is required to implement as a result of agreed changes to the national pay spine.

Members made comments, asked questions and received responses.

The Staff Committee noted the information contained within the confidential report and approved the implementation of the recommended new pay spine and grading boundaries shown at Appendix 3 to the confidential report.

(Members resolved to exclude the public from the meeting for this item of business on the grounds that it involved the disclosure of exempt information as defined in Paragraphs 1, 2 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972)

S18/18 REQUEST FOR FLEXIBLE RETIREMENT

Nick Harding provided the Committee with an overview of an employee's request for flexible retirement and the considerations around recommendations.

Members made comments, asked questions and received responses.

The Staff Committee agreed to:

- **note the confidential report, and**
- **approve the flexible retirement request (subject to recruiting a backfill).**

(Members resolved to exclude the public from the meeting for this item of business on the grounds that it involved the disclosure of exempt information as defined in Paragraphs 1, 2 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972)

3.05 pm

Chairman