



# Minutes

Name of meeting	<b>EMPLOYMENT COMMITTEE</b>
Date and time	<b>MONDAY, 7 JUNE 2010 COMMENCING AT 10.00 AM</b>
Venue	<b>COMMITTEE ROOM TWO, COUNTY HALL, NEWPORT, ISLE OF WIGHT</b>
Present	Cllrs David Pugh (Chairman), Peter Bingham, Dawn Cousins, John Howe, Heather Humby, Roger Mazillius
Officers Present	Davina Fiore, Claire Shand, Claire Robertson, April Ross

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1. **Minutes**

The minutes of the meeting held on [18 December 2009](#) were agreed.

2. **Declarations of Interest**

There were no declarations received at this stage.

3. **Urgent Business**

There were no items of urgent business.

4. **Reports of the Head of Human Resources**

(a) Corporate Learning and Development Strategy

The Head of Human Resources introduced the Strategy, which sets out how the Council intends to support the learning and development of its staff and sets out what the Council is looking to achieve from the financial investment made.

A discussion took place on the potential inclusion of support to staff in making healthy lifestyle choices.

RESOLVED:

THAT the Learning and Development Strategy be approved subject to finalisation of the Strategy being delegated to the Director of Corporate Services in consultation with the Cabinet Member for Resources.

(b) Use of Resources Assessment – Workforce Development

The Head of Human Resources outlined the scope of the Audit Commission's assessment and its main conclusions. The Council's Workforce Development Action Plan flowed from this assessment and was presented for comment and approval.

There was a discussion about interim appointments and also the delineation between the responsibilities of managers and the Human Resources team.

RESOLVED:

THAT the Workforce Development Action Plan be approved as a response to the recommendations made by the Audit Commission subject to finalisation of the Action Plan being delegated to the Director of Corporate Services in consultation with the Cabinet Member for Resources.

5. **Exclusion of Public and Press**

The Chairman questioned whether agenda item 5 should be dealt with confidentially as the contents of the Job Description and Person Specification would be publicly available if and when the post was advertised.

RESOLVED :

THAT the public and press not be excluded from the meeting for the following item of business, namely minute number 6.

6. **Authorisation to Recruit – Head of Joint Commissioning (Children and Young People)**

The Head of Human Resources reported that authorisation was sought to recruit to this post which was a key post in developing robust service management and safeguarding arrangements.

The committee were also asked to consider recommending to full Council a change in their terms of reference to allow for partner organisations to participate on an equal footing in the recruitment process for jointly funded posts. In the event that this change was made at full Council, the committee were also asked to consider the particular arrangements for the Head of Joint Commissioning (Children and Young People) post.

RESOLVED:

- (i) THAT authorisation be given to recruit to the post of Head of Joint Commissioning (Children and Young People) subject to finalisation of the Job Description and Person Specification for the post being delegated to the Strategic Director Children and Young People in consultation with the Cabinet Member for Children's Services.

- (ii) THAT a recommendation be made to full Council to alter the Terms of Reference of the Employment Committee to allow for partner organisations to fully contribute to the decision making process for the recruitment to jointly funded posts.
- (iii) THAT under the proposed changed Terms of Reference a sub committee be established to deal with the recruitment to the post of Head of Joint Commissioning (Children and Young People) to be made up of three elected members of the Isle of Wight Council on a politically proportionate basis, two representatives of the Isle of Wight NHS and the Strategic Director Children and Young People.

**7. Exclusion of public and press**

RESOLVED :

THAT under Section 100(A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business, namely minute number 8, on the grounds that there is likely to be disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act and in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

**8. Confidential Report of the Chief Executive**

Director Performance Objectives 2010/11

On behalf of the Chief Executive the Head of Human Resources outlined the performance objectives for the strategic directors.

The Leader reported that the performance objectives for the Chief Executive were currently being set and would be brought back to a future meeting of this committee.

Members made a number of suggestions regarding the performance objectives for the strategic directors.

RESOLVED :

THAT the performance objectives established for each Strategic Director be approved as a provisional list subject to the points raised in the meeting being taken back to the Chief Executive and a final list of performance objectives for the Strategic Directors and the Chief Executive being brought to the next meeting of the Employment Committee.

9. **Staff Survey Presentation**

Members received a presentation on the results of the Council's 2009 employee survey. The presentation included information on the methodology, key findings and how the Council compared with other local authorities. The action plan resulting from the survey was also discussed.

CHAIRMAN