
Employment Panel

Report of the meeting of the Employment Panel held
on 16th June 2009

Matters for Information

1. RECRUITMENT AND SELECTION

As part of the programme for review of the Council's Human Resources policies and procedures, the Panel has considered the content of an updated recruitment and selection policy. The revised policy embraces current best practice and legislative change and affirms the rigorous evaluation process which is to be followed by managers prior to recruitment to any vacant post.

Subject to the inclusion of a reference in the job review check list to the relevant Executive Councillor in circumstances where posts are to be created or deleted or vacancies filled and to the encouragement of recruitment by e-applications, the Panel has approved the new policy for implementation with immediate effect. The Panel will continue to monitor the effectiveness of the policy on an annual basis and will receive a report on these activities at its next meeting.

2. ESTABLISHMENT OF AN ADVISORY GROUP

The Panel has invited the Leader of the Council and the Leader of the Opposition to nominate Members to serve on an advisory group which will consider, on a task and finish basis, employment matters relating to market salaries, equal pay, the current pay negotiation process, performance related pay, bonus and appraisal systems and car allowances. The Advisory Group will be led by the Vice-Chairman of the Panel, Councillor P A Swales and will report periodically on the progress of its work to the Panel with a view to concluding its investigations in time for the commencement of the salary negotiating process in 2010.

3. REQUESTS TO FILL VACANT POSTS

The Panel has considered the circumstances applicable to a number of vacancies across the Council's Directorates and has authorised the Head of People, Performance and Partnerships to recruit to the following posts:-

- ◆ Technical Officer, Housing Services;
- ◆ Deputy Manager, Huntingdon Leisure Centre; and

- ◆ Operations Manager, Operations Division.

4. RETIREMENT OF PERSONNEL - ACKNOWLEDGEMENTS

The Panel has placed on record its recognition of, and gratitude for, the excellent contributions made by the following employees during their employment in the local government service and conveyed its best wishes to them for a long and happy retirement.

Name	Directorate	Local Government Service
Mr G Crocker	Environmental and Community Services	45 years
Mr S James	Environmental and Community Services	9 years
Mrs S Rice	Commerce and Technology	21 years

5. ADJUSTMENTS TO STRUCTURE – STREETSCENE SECTION, OPERATIONS DIVISION

On the understanding that the Head of Operations will undertake full consultation with the Employees' Side on the proposals, the Panel has approved a series of minor changes to the structure of the Streetscene Services Section of the Operations Division which have been made possible by improvements in new technology, systems and practices in the Division. It is anticipated that the changes will result in annual savings of £72,000 per annum.

(The foregoing item was considered as a confidential item under paragraph 2 of Schedule 12A of the Local Government Act 1972.)

Mrs B E Boddington
Chairman