Committee members present:

Councillor Cocker
Councillor I Duffy
Councillor R Duffy
Councillor Martin
Councillor Pimbley
Councillor Robinson
Councillor Turner
Councillor Wilson

Apologies: Councillor Lawrenson

Officers present:

Jane Collier (Human Resources Advisor)
Mai Owen (Human Resources Advisor)
Duncan Jowitt (Democratic Services)

Tony May (Unison)
Paul Deacon (Unison)

EA1. Election of Chairman and Vice Chairman

Councillor Turner was elected as Chairman.

Councillor Robinson was elected as Vice-Chairman.

EA2. Declarations of interest

None.

EA3. Minutes

The committee confirmed the minutes of the meeting of the committee held on 21 March 2011 as a correct record.

Matters arising

Following a question raised by a member of the committee, the Human Resources Advisors explained that the Government legislation removing the default retirement age, which was mentioned in the minutes of the previous meeting (EA12.), had now been incorporated into the revised Retirement Policy and Procedure at item 5 of the agenda.
EA4. Human Resources Policies

The Human Resources Manager submitted a report presenting a number of additions and amendments to the council’s Human Resources Policies. The Unison officers attended only for the Long Service Reward policy update and explained the basis of their support for the revision to that policy.

The committee discussed the additions and amendments to all the policies thoroughly and the Human Resources Advisors provided members with clarification on a number of issues in respect of the amendments.

Resolved that revisions to the following Human Resources Policies of the council be approved:

- Long Service Reward
- Retirement Policy and Procedure
- Attendance Policy
- Disciplinary Policy & Procedure
- Probation Policy & Procedure
- Work Life Balance Policy

EA5. Date and time of next meeting

Following a request for Employment and Appeals Committee meetings to start at a slightly later start time, it was agreed that future meetings of the committee would begin at 6.30pm.

The meeting started at 6.00 pm and finished at 6.38 pm.

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