

FILEY TOWN COUNCIL

STAFFING COMMITTEE MEETING
HELD ON THURSDAY 19 JUNE 2014 AT 10.00AM

Present: Cllr Susan Bosomworth (Chairman), Cllr J Meek, (Vice Chairman),
Cllr D Glanvill, Cllr R Walker, Cllr J Shackleton
Mrs G Robinson, Town Clerk

The current Chairman welcomed members to the meeting.

NOTICE OF MEETING

RESOLVED: That Public Notice of the meeting had been given in accordance with Schedule 12, para 10(2) of the Local Government Act 1972. 473/014

APOLOGIES

Cllr J Thurston (ill-health) had sent his apologies to the meeting. It was:

RESOLVED: That Cllr J Thurston's apologies be accepted. 474/014

DECLARATIONS OF INTEREST

The Chairman reminded members of the need to consider whether they needed to declare a disclosable pecuniary interest (DPI) or personal interest as detailed in Appendix A and Appendix B of the Town Council's Code of Conduct and reminded Members that they could make a declaration of interest at any point in the meeting. It was

RESOLVED: That it be noted no declarations of interest were received. 475/014

ELECTION OF CHAIRMAN

It was proposed and duly seconded that Cllr Susan Bosomworth be elected as Chairman of the Staffing Committee for 2014/2015. It was

RESOLVED : That Cllr Susan Bosomworth be elected Chairman of the Staffing Committee for 2014/2015. 476/014

ELECTION OF VICE CHAIRMAN

It was proposed and duly seconded that Cllr Jeff Meek be elected as Vice Chairman of the Staffing Committee for 2014/2015. It was

RESOLVED : That Cllr Jeff Meek be elected Vice Chairman of the Staffing Committee for 2013/2014. 477/014

TERMS OF REFERENCE

Members had previously been circulated with a copy of the Terms of Reference for the Staffing Committee for acceptance. It was

RESOLVED: That the Staffing Committee's Terms of Reference be accepted for 2014/2015. 478/014

DISCIPLINARY AND GRIEVANCE HEARING PANEL

Nominations were sought for three members being elected from the Staffing Committee to serve on a Disciplinary and Grievance Hearing Panel and in situations where individual members are implicated in a dispute or have undertaken an investigatory role they may need to be substituted as panel members and therefore two substitute panel members also needed to be elected to serve on a Disciplinary and Grievance Panel if necessary. It was

RESOLVED: That a recommendation be made to full council that Cllr John Shackleton, Cllr Susan Bosomworth and Cllr Jeffrey Meek be elected to serve on a Disciplinary and Grievance Hearing Panel with Cllr Diane Glanvill and Cllr Richard Walker acting as substitute Hearing Panel Members until the next Annual Council Meeting in May 2015 with the Disciplinary and Grievance Hearing Panel being given delegated power to make a decision on any Disciplinary and Grievance matters on behalf of the Town Council, reporting the Panel's decision to the Staffing Committee for information. 479/014

Continued overleaf

Staffing Committee Meeting held on 19 June 2014 continued

DISCIPLINARY AND GRIEVANCE HEARING PANEL continued

RESOLVED: That the Clerk contact Scarborough Borough Council's Human Resources Department to request a refresher training session for both Disciplinary and Grievance and Appeal Panel Members with other members of the Town Council being invited to attend.

480/014

NYCC LOCAL GOVERNMENT PENSION SCHEME

Employer Discretion Policy

The Clerk had previously circulated copies to members of a new NYCC Employer Discretion Policy with effect from 1 April 2014 together with attached notes provided by NYCC Pensions. The Clerk informed Members that the Town Council already had an Employer Discretion Policy which was agreed in 2009; however a new policy was required to take effect from 1 April 2014 (to be retrospectively applied) to incorporate the new pension scheme regulations. The Clerk informed members that employers could permit an employee to take a higher set of pension benefits from the age of 55 but that would involve a higher cost to the employer and following discussion it was agreed not to offer this facility as this would incur additional costs to the Town Council. The Clerk confirmed that it was a statutory requirement for each employer within the NYCC Local Government Pension Scheme to provide discretionary policies to NYCC. A template had been provided by NYCC for small employers to adopt and submit to NYCC.

After discussion it was

RESOLVED: That a recommendation be made to full council to adopt the North Yorkshire County Council template for Filey Town Council's Employer Discretion Policy with effect from 1 April 2014 (implementation to be retrospectively applied) and to be signed by the Chairman of the Town Council and the Town Clerk with a copy of the amended policy (copy herewith) for submission to North Yorkshire County Council Pensions Team.

481/014

STAFF UPDATE

The Clerk informed members that no further information had been received to date from the Yorkshire Local Councils Association for the revised Quality Status scheme. It was

RESOLVED: That this information be noted.

482/014

The meeting closed at 10.25am

Cllr Susan Bosomworth
Chairman
Staffing Committee