
Employment Panel

Report of the meeting held on 2nd February 2005

Matters for Information

20. ANNUAL PAY AWARD

The Panel has agreed an increase of 3.2% in salary scales for District Council employees with effect from 1st April 2005.

21. REVIEW OF TOURISM SERVICES SECTION

Following a review of the Council's Tourism Services, the Panel has approved a new staffing structure for this section of the Commerce and Technology Directorate to reflect contemporary methods and expectations in providing information and to strengthen the marketing function.

In considering related issues and, in particular, the receipt of notice from the County Council to terminate the lease of the Tourist Information Centre at Huntingdon Library, the Panel also has approved arrangements to delete the post of Tourism Information Centres Manager, and subject to Cabinet identifying the necessary funding, the Panel have approved the award of a redundancy package to the employee concerned.

22. BUSINESS GENERATION AT LEISURE CENTRES

Arising from a review of the structure and performance of the Council's Business Generation Team in the Leisure Service, the Panel has agreed to delete the post of Business Generation Manager and to replace it with a post of Promotions Officer.

23. CRIMINAL RECORDS BUREAU DISCLOSURES

The Panel has approved a policy and procedures in relation to District Council postholders and applicants for posts, which require Disclosures from the Criminal Records Bureau. The Disclosure Service is used to help assess the suitability of people who work or who apply to work with children or vulnerable adults.

24. PERFORMANCE MANAGEMENT: SUGGESTION SCHEME AND INNOVATION AWARDS

Having noted that one of the outcomes within the "learn and growth" perspective of the Council's Balanced Scorecard relates to innovation

and improvement and in order to seek to develop performance measures in this area, the Panel has agreed to pilot a staff suggestion scheme and innovation award for one year with effect from 1st April 2005. The Panel has agreed to review the operation of the scheme in the Spring of 2006.

**25. LOCAL GOVERNMENT PENSION SCHEME –
CONSULTATION ON STOCKTAKE EXERCISE**

The Panel has considered the content of a consultation paper prepared by the Office of the Deputy Prime Minister which sets out a series of suggestions for the future of the Local Government Pension Scheme. In so doing, the Panel has had regard to the broad criteria which it feels should be exhibited in any future scheme in terms of the attractiveness to employees, its affordability for employees and its acceptability to taxpayers and accordingly it has endorsed a number of suggested responses on behalf of the District Council to specific questions posed in the consultation paper.

The Panel has also authorised the Head of Personnel Services, after consultation with its Chairman, and Vice Chairman and the Leader of the Council to complete a questionnaire for submission to the Local Government Employers' Organisation on the matter.

26. CHILD CARE VOUCHERS

Arising from an amendment to the treatment of employer-supported childcare for tax and national insurance purposes and its contribution to family-friendly employment policies, the Panel has agreed to introduce childcare vouchers for qualifying employees under a "salary sacrifice" scheme.

Under the scheme, which will be provided for 12 months and then reviewed, employees may choose to substitute part of their salaries with vouchers for registered childcare or approved home childcare.

27. REQUESTS TO FILL VACANT POSTS

Having considered details of vacancies in the posts of Planning Enforcement Officer and Building Control Officer in the Planning Services Division, the Panel has authorised the Head of Personnel Services to commence recruitment in each case.

28. RETIREMENT OF PERSONNEL – ACKNOWLEDGEMENTS

The Panel has placed on record its recognition of and gratitude for the excellent contribution made by Mrs C O Halford during her twenty-one years employment in the local government service and has conveyed its best wishes to her for a long and happy retirement.

J W Davies
Chairman