
Employment Panel

Report of the meeting held on 8th February 2006

Matters for Information

15. ANNUAL PAY AWARD 2006/07

The Panel has agreed an increase of 3% in salary scales for District Council employees with effect from 1st April 2006.

16. REALIGNMENT OF SERVICES

In the light of recent resignations and the opportunity to review current line management arrangements, the Panel has endorsed a realignment of responsibilities for services or parts of services across Directorates. Details of the changes are reproduced as an Appendix.

In endorsing the proposals, the Panel has noted that in the ensuing months Heads of Services will review Divisional structures, including support services, with a view to bringing forward any consequential proposals for consideration.

17. BONUS SCHEMES – FITNESS STUDIOS, EVENTS AND HOSPITALITY (LEISURE CENTRES)

As a consequence of a review of the Leisure Centres Bonus Scheme for fitness staff and the Hospitality and Events Team, the Panel has endorsed a proposal to integrate those non-casual staff on the existing bonus scheme into the Inbucon Scheme which applied to other Council employees.

On the understanding that there will be no net cost to the Council, the Panel has authorised the Chief Executive, after consultation with its Chairman and the Executive Councillor for Finance to approve arrangements for the integration of the staff concerned into the Inbucon Scheme.

18. DISABILITY EQUALITY SCHEME

The Panel has endorsed the content of a draft Disability Equality Scheme for the District Council. The Scheme has been introduced in light of forthcoming amendments to the Disability Discrimination Act (1995) which will place a duty on all public bodies to promote disability equality and describes how the Council intends to fulfil its commitment through eliminating discrimination and harassment and promoting equality of opportunity.

The Scheme will be considered by the Cabinet at their meeting on 23rd February 2006.

19. THE COUNCILS SCHEME OF DELEGATION: INTERIM VARIATION PENDING THE RECRUITMENT OF A REPLACEMENT DIRECTOR OF COMMERCE AND TECHNOLOGY

The Panel has been acquainted with the arrangements approved by the Cabinet at their meeting on 15th December 2005 in respect of the Council's scheme of delegation pending the recruitment of the replacement Director of Commerce and Technology.

20. REQUESTS TO FILL VACANT POSTS

Having considered the circumstances applicable to vacancies within the Operational Services and Commerce and Technology Directorates for a:

- ◆ Housing Advice Officer;
- ◆ Leisure Centre Manager (St Ivo);
- ◆ Environmental Education Officer; and
- ◆ Head of Planning Services

- the Panel has authorised the Head of Personnel Services to commence recruitment in each case.

21. RETIREMENT OF PERSONNEL - ACKNOWLEDGEMENT

The Panel has placed on record its recognition of and gratitude for the excellent contribution made by Mr I D Cousins, St Ivo Leisure Centre Manager during his 29 years employment in the local government service and has conveyed its best wishes to him for a long and happy retirement.

J W Davies
Chairman