

Senior Officer Decision

Consultative meetings: Personnel Committee

Consultative meetings dates: 22nd March 2022



Exempt from publication

No.

Title: Staff HSE Survey and EELGA Learning Review

Links to:

- (i) **Officer report to consultative meeting**
[Agenda for Personnel Committee on Tuesday, 22nd March, 2022, 10.00 am - East Devon](#)
- (ii) **Recording of consultative meeting**
[Agenda for Personnel Committee on Tuesday, 22nd March, 2022, 10.00 am - East Devon](#)
- (iii) **Minutes of consultative meeting**
[Agenda for Personnel Committee on Tuesday, 22nd March, 2022, 10.00 am - East Devon](#)

Recommendation:

The following were recommended to Senior Officers for approval;

Minute 37 – HSE Staff Survey

1. That having regard to the results of the second survey that the work done to date on addressing the areas of concerns be endorsed and also recommends that a further survey is undertaken later this calendar year.
2. To endorse the renewal the council's IIP accreditation as this had been the primary indicator in terms of visibly demonstrating the commitment to being an employer of choice and attracting the right people for the right job.

Minute 38 – EELGA Learning Review

- That Recommendations 7.1.1 (current LGA support to improve relationships at the Council be continued) is noted & 7.4 (senior leaders to develop effective relationships for the benefit of the Council) is noted and endorsed given the comments of the Leader and Chief Executive in the meeting and the ongoing development work led by the LGA.
- That Recommendations 7.1.2 (having clarity on the definition of consultation and member roles when being consulted and informal channels to resolve any disagreement) & 7.1.6 (considering whether to amend / supplement the Code of Conduct to support a more robust standard of conduct where genuine action is taken and regular training on member / officer roles) are referred to the Standards Committee for consideration.
- That Recommendations 7.1.3 (enshrining the model procedure for discipline / grievances in the Council's policy and having a standing committee on employments matters), 7.1.4 (clear process in the Councils redundancy policy for dealing with senior redundancies linked to the procedure in the Constitution), 7.1.5 (that ill health cases are dealt with in accordance with relevant policy irrespective of other processes going on) to the extent the recommendations have not already been actioned are referred to the Head of Paid Service and Corporate HR Manager to progress in consultation with the Portfolio Holder for Corporate and Council Co-ordination.
- That Recommendations 7.1.7 (policy on approaching the LGA for support where change in Leader / Administration or Chief Executive and a commitment to early engagement on various matters to ensure orderly transition and appropriate working practices being put in place) & 7.3 (senior officers to consider how they can give confidence to staff that relationships are improving and the role of statutory officers to be included in member induction) are referred to the Chief Executive to action and which shall include drafting an outline set of processes that will support any future new Administration or set of Portfolio Holders in consultation with the Portfolio Holder for Corporate & Council Co-ordination.
- That Recommendation 7.2 (preparation of an induction programme for new Members / regular Member training on an annual basis on various topics and how Members can give confidence to the Membership that the relationships are improving) be referred to the Member Development Working Party for its consideration and action.

Authority

Decision of Council on 26th July 2021 to delegate decision making to officers until 23.59 17th January 2022. [Minutes 26th July 2021 Council Meeting.](#)

Senior Officer Decision of 10th December 2021 to implement Council's wish to extend the arrangements until 23.59 on 10th May 2022. [Senior Officer Decision Record 10th December 2021](#)

Officer Decision

Consultations:

I was present at / have watched the recording of the consultative meeting which considered this item

Yes No

Detail any other consultations carried out:

N/A

Other considerations:

Do the legal and finance comments and equalities impact, climate change and risk assessments as detailed in the officer report remain the same.

Yes No

If no, provide the updated assessment below;

Decision:

To confirm the recommendations as printed.

Reasons for decision:

I am not aware of any reason to depart from the recommendations.

Signed  Dated: 31st March 2022

Senior Officer job title and name:

Henry Gordon Lennox, Monitoring Officer

For Democratic Services use.

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