

**BOROUGH OF REIGATE AND BANSTEAD**  
**EMPLOYMENT COMMITTEE**

Minutes of a meeting of the Employment Committee held as a Remote - Virtual Meeting on 31 March 2021 at 7.00 pm.

Present: Councillors V. H. Lewanski (Chair), C. M. Neame (Vice-Chair), M. A. Brunt, J. S. Bray and T. Schofield.

**32. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS**

There were none.

**33. DECLARATIONS OF INTEREST**

There were none.

**34. MINUTES**

The minutes of the meeting held on 15 December 2020 were approved.

**35. KEY WORKFORCE DATA FOR 2020/21 (PART-YEAR)**

The Head of Organisational Development and HR introduced the report which provided an indication of the organisation's health and workforce demographic.

Members heard that the number of sick days had reduced to 7.39 days per employee, continuing the downward trend both in sickness absence and the turnover of staff. Officers explained that due to the COVID-19 pandemic, greater emphasis had been placed on supporting staff wellbeing and mental health. Consequently, and in response to a question, the Interim Head of Paid Service explained that the full impact of the pandemic on organisational health would become clearer in 2021/22.

The approach to recruitment had been strengthened with the introduction of a full-time recruitment role to lead recruitment campaigns, improve processes and ensure consistency. The Committee expressed its support for the opportunities that had been created by the Apprenticeship Levy, and were pleased that the Council had employed 24 apprentices, of which 14 had started with the Council since March 2020.

**RESOLVED** that the Workforce Data summary Annex, comprising of key equalities workforce information, and organisational health measures including sickness absence, and employee turnover data, be noted.

**36. PART EXEMPT - VERBAL UPDATE ON THE RECRUITMENT OF AN INTERIM STRATEGIC HEAD OF RESOURCES**

**RESOLVED** that members of the Press and public be excluded from the meeting for this item of business under Section 100A(4) of the Local Government Act 1972 on the grounds that:

- (i) it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act; and
- (ii) the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

The Committee received an exempt verbal update on the recruitment of an Interim Strategic Head of Resources.

**37. EXEMPT - VERBAL UPDATE ON THE 2021/2022 PAY NEGOTIATION**

**RESOLVED** that members of the Press and public be excluded from the meeting for this item of business under Section 100A(4) of the Local Government Act 1972 on the grounds that:

- (i) it involves the likely disclosure of exempt information as defined in paragraph 4 of Part 1 of Schedule 12A of the Act; and
- (ii) the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

The Committee received an exempt verbal update on the 2021/2020 Pay Negotiation.

**38. EXEMPT - DISCUSSION ON RECENT EMPLOYMENT COMMITTEE TRAINING / MEMBER TRAINING**

**RESOLVED** that members of the Press and public be excluded from the meeting for this item of business under Section 100A(4) of the Local Government Act 1972 on the grounds that:

- (i) it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act; and
- (ii) the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

The Committee discussed the training that they had recently received and reflected on the training offered to all Members over the last year.

**39. ANY OTHER URGENT BUSINESS**

There was none.

The Meeting closed at 8.04 pm