

**Shaftesbury Town Council**  
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VAT Reg No 241 1307 58

To members of Shaftesbury Town Council's Human Resources Committee (HR), Councillors for HR; Chase (Chair), Brown (Vice-Chair), Cook, Loader, Proctor.

You are summoned to a meeting of the Human Resources Committee for the transaction of the business shown on the agenda below. To be held at 10.00am on **Monday 25 January 2021** [online with Zoom.](#)

Meeting ID 832 3832 6834

All other recipients for information only

Claire Commons FdA (Comm Gov), Fellow SLCC, Town Clerk and RFO

20<sup>th</sup> January 2021

### **Public Participation**

Due to the current government coronavirus response, the Town Council will be meeting online. Members of the public are encouraged to submit their questions or comments under 'Public Participation' in advance of the meeting to the Chairman and these will be made available to all Councillors. Members of the public may also link in to observe the meeting using the details above. ([Local Government Act, 1972 s.100](#))

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## Online Meeting Arrangements

The Chairman will host the meeting, attendees will be muted and councillors invited to speak in turn at each agenda item in line with Standing Orders Rules of Debate, Councillors may raise their hand to indicate that they wish to speak at other times. ([The Local Authorities and Police and Crime Panels \(Coronavirus\) \(Flexibility of Local Authority and Police and Crime Panel Meetings\) \(England and Wales\) Regulations, 2020](#) )

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### The 7 principles of public life

Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership

([Committee on Standards in Public Life, 1995](#))

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### Agenda

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| <b>1 APOLOGIES</b>   | <b>3</b> |
| To receive and consider for acceptance, apologies for absence<br>( <a href="#">Local Government Act, 1972 s.85</a> )   | (1 min)  |
| <b>2 DECLARATIONS OF INTEREST</b>  | <b>3</b> |
| To declare any interests relating to the business of the meeting and receive any dispensation requests from the Clerk.<br>( <a href="#">Shaftesbury Town Council Code of Conduct, 2019</a> ) | (1 min)  |
| <b>3 MINUTES</b>   | <b>5</b> |
| To confirm the minutes of the previous meeting of the Human Resources Committee.<br>( <a href="#">Local Government Act, 1972 Sch 12</a> )  | (3 min)  |
| <b>4 STAFFING REVIEW</b>   | <b>6</b> |
| To consider potential outcomes from the Staffing Review to inform the 2021/22 budget<br>( <a href="#">Local Government Act, 1972 s.111</a> )   | (10 min) |

(End)

Anticipated meeting end time 12:20pm

Report 0121HR1-2 to a meeting of the Human Resources Committee  
Monday 25 January 2021

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**1 Apologies**

To receive and consider for acceptance, apologies for absence (1 min)

[\(Local Government Act, 1972 s.85\)](#)

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**1.1 Background**

- 1.1.1 The Council (including committees) should approve (or not) the reason for apologies given by absent councillors. If a council member has not attended a meeting of the council (or its committees) or has not tendered apologies which have been accepted by the council (or committee), for six consecutive months, they are disqualified.

**2 Declarations of Interest**

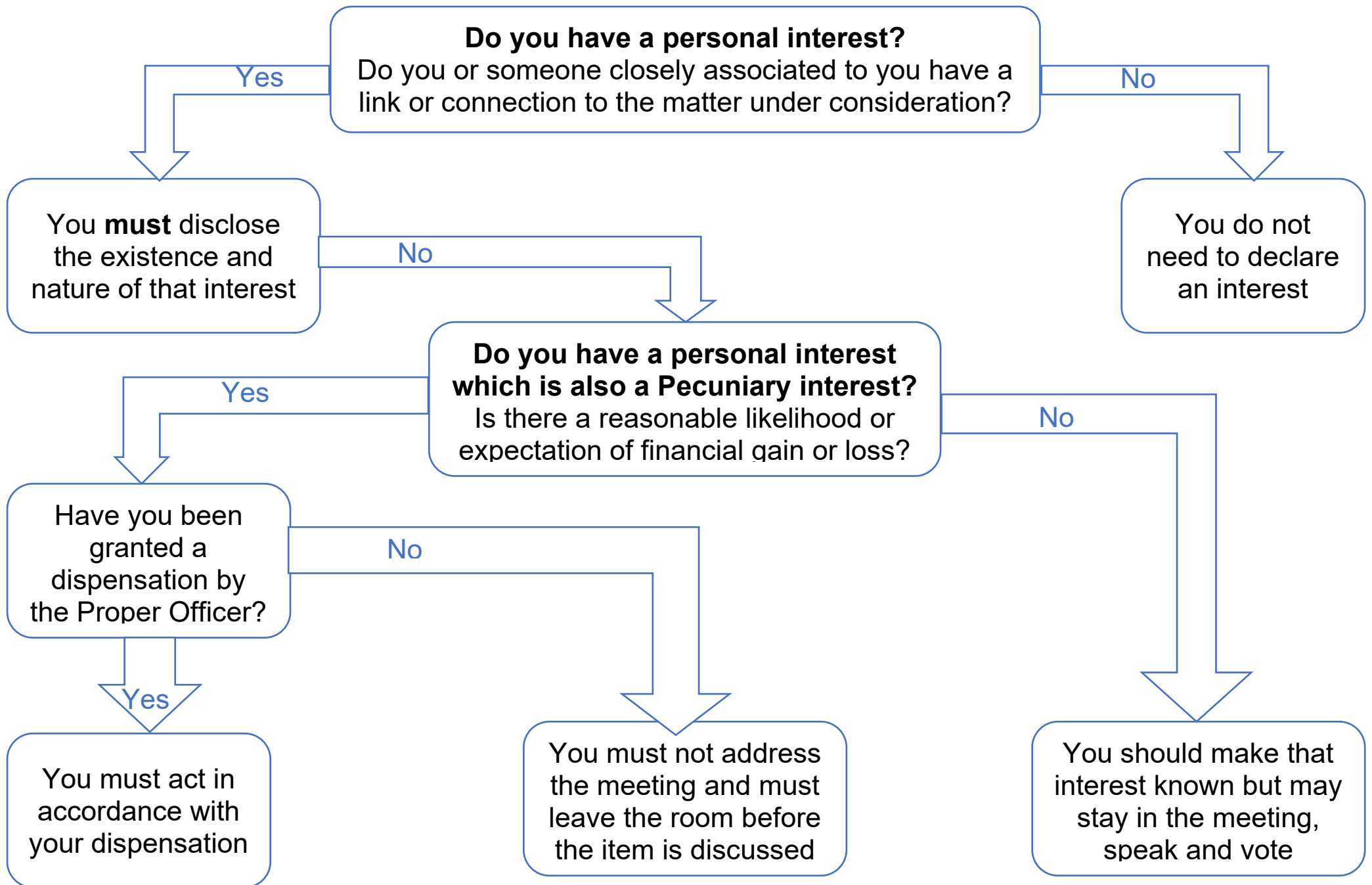
To declare any interests relating to the business of the meeting and receive any dispensation requests from the Clerk. (1 min)

[\(Shaftesbury Town Council Code of Conduct, 2019\)](#)

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**2.1 Background**

- 2.1.1 Members and Officers are reminded of their obligations to declare interests in accordance with the Code of Conduct 2019. The Clerk will report any dispensation requests received
- 2.1.2 Where a matter arises at a meeting which relates to a councillor's interest, the councillor has the responsibility of declaring that interest in accordance with the adopted code of conduct. (Shaftesbury Town Council Code of Conduct, 2019)



### **3 Minutes**

To confirm the minutes of the previous meeting of the Human Resources Committee. (3 min)

[\(Local Government Act, 1972 Sch 12\)](#)

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#### **3.1 Background**

- 3.1.1 When the meeting is approving the draft minutes of a previous meeting as an accurate record, the only issue for the meeting is whether the minutes accurately record the proceedings of the meeting and the resolutions made at them. It is irrelevant if the chairman or other councillors were not present at the meeting to which the draft minutes relate.
- 3.1.2 If it is necessary for the draft minutes of the previous meeting to be corrected because of an inaccuracy in them, then the amendments to the draft minutes must be approved by resolution. (Tharmarajah, 2013, p. 154)

#### **3.2 Minutes to be adopted**

- 3.2.1 Minutes to be adopted are provided through the hyperlinks against each of the dates below. Members should read them in advance of the meeting and satisfy themselves that they are a true record of the decisions taken.
- 3.2.2 [4<sup>th</sup> December 2020](#)

#### **4 Staffing Review**

To consider potential outcomes from the Staffing Review to inform the 2021/22 budget (10 min)

[\(Local Government Act, 1972 s.111\)](#)

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#### **4.1 Summary**

- 4.1.1 The Council has commissioned a staffing review and initial outcomes from that review may present an impact on the budget for the coming year.
- 4.1.2 In advance of the Council setting its budget, the committee is asked to consider potential outcomes from the review and make any recommendations on the impact on the budget to the General Management Committee and onward to Full Council.
- 4.1.3 Any discussion that is likely to disclose exempt information, in this instance the likely disclosure of personal information relating to members of staff, shall require the Committee to consider resolve to enter confidential session so as not to breach data protection and GDPR legislation.

#### **4.2 Scheme of Delegation**

- 4.2.1 The Human Resources Committee is delegated to have the final decision on staff structures and consideration of staffing reviews.

#### **4.3 Financial Implications**

- 4.3.1 None arising from this report. Budget implications to be recommended to General Management for consideration and onward recommendation to Full Council.

**4.4 Legal Implications**

- 4.4.1 The Council has the power to do anything which is calculated to facilitate or is conducive to the discharge of any of its functions. (Local Government Act, 1972 s.111)

**4.5 Recommendation**

- 4.5.1 That the Committee considers whether it needs to enter confidential session for discussion of personal information.
- 4.5.2 That the Committee considers potential budgetary impact arising from the Staffing Review process for the coming financial year and makes its recommendation to the General Management Committee for onward recommendation to the Full Council.

**4.6 Reason for Recommendation**

- 4.6.1 To ensure that the Council is adequately resourced and can meet the associated financial implications.

(End)

Report Author:

Claire Commons, Town Clerk & RFO