

**EARL SHILTON TOWN COUNCIL
MINUTES of the STAFFING COMMITTEE MEETING**

ME Jackson
Town Clerk

Held at 7:00 p.m. on
Tuesday 16 June 2020

Vide remote/virtual means on the Zoom.us information systems (IS) platform.

MEMBERS PRESENT:

Councillors: K Lapsley, Chairman, M Leman, Deputy Chairman,
and Ms D Almey.

In attendance: Town Clerk: Mr ME Jackson.
Members of public: Nil.

20/001 *Election of a Cttee Chairman for the Civic Year followed by welcome and remarks by the Cttee Chairman.*
Resolved: Cllr K Lapsley kindly agreed to the request of his fellow Cttee members to remain the Chairman for the current Civic Year.

20/002 *To receive apologies for member absence.*

Cllrs Mrs C Allen, R Allen and Mrs C Coe submitted in writing to the Town Clerk their good reasons for absence in advance of the meeting. These apologies and reasons were recorded by the Town Clerk and brought forward to the meeting for consideration.

Resolved: to accept the tabled apologies for absence from Cllrs Mrs C Allen, R Allen and Mrs C Coe as stated and recorded.

20/003 *Declarations of interests. To receive disclosures of individual member's interests, i.e., the existence and the nature of those interests in respect of items on this agenda. None.*

20/004 *Election of a Cttee Deputy Chairman.*
Resolved: Cllr M Leman kindly agreed to the request of his fellow Cttee members to remain the Deputy Chairman for the current Civic Year.

Confidential Items – in accordance with the Public Bodies (Admissions to Meetings) Act 1960, the press and public will be excluded from the agenda items below by reason of the confidential nature of the business to be discussed and will be requested to withdraw. The Cttee must resolve to move into private session. So Resolved.

20/005 *To receive and approve as a true record the minutes of the Staffing Committee meeting held on 04 February 2020 as issued to members prior to the meeting.*
Resolved: that the minutes of the Staffing Cttee meeting held on 04 February 2020, as tabled, are accepted as a true record of that meeting.

20/006

To receive an update on any legacy legal matters, (including property damage), regarding a former staff members and or a personal injury claim.

- a. Potential personal injury claim by a former Cllr. The Town Clerk briefed members that still nothing specific has been received by Council's Insurers however the latter have made provision for a contingent liability for a 5 figure sum.
- b. ESTC truck damage to the Methodist Church Hall caused by a former ESTC employee. Though reported to Council's Insurers at the time of the incident there is no update as to what has been claimed to remedy the damage.
- c. Ongoing Employment Tribunal. Still no date for the final day of evidence by a former Cllr and Chairman of the Staffing Cttee. The latter has, as required by the ET Judge, submitted his supplementary statement through the ESTC solicitor, who along with Council's appointed Barrister will continue to act in ESTC's defence and keep Council informed. Members discussed the Judge's *Case Management Summary* of 18 May 20 with regards to his remarks about the route to a settlement. Members remain clear there will be no out of Tribunal agreed settlement only a ruling *against* or *for* the *Claimant* in full or in part and whatever financial impact that will entail. The Cttee Deputy Chairman, (also Deputy Chairman of Full Council), kindly volunteered to attend the final day of the ET should it be felt necessary and or to offer support to his former Cllr colleague giving evidence.

Items a to c inclusive, noted and received.

20/007

To review and discuss current Groundcare Team member probation periods that may require discussion and decision:

REDACTED GTC

REDACTED 

20/008 *Future Groundcare recruiting policy - examples of approach.*

Members discussed the recent major housing developments that are well under way and live planning applications for more around the Shilton Hill/ Leicester Rd area of the Town. This sets the context for the recent question from Borough Council officers 'Will ESTC consider taking on the public areas groundcare responsibilities for these developments after consideration of any s.106 monies contributions?' In short, will there be a need to increase further the 3 person ESTC Groundcare Team? If so how will ESTC approach recruitment?

One proposal thought prudent will be to ask our HR Consultant to approve a template for a temporary 6 month contract to assess whether or not the work is needed say for just the growing season or ranging up to a full time permanent appointment.

Members will develop this train of thought as issues become clearer with time and greater detail.

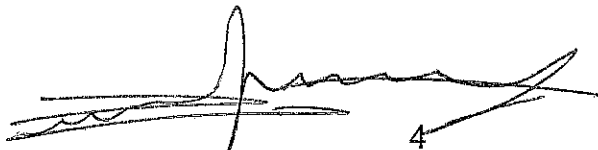
Noted and received.

End of Private Session.

The meeting closed at 8.00 p.m. with the Chairman thanking members for their attendance and contributions.

Chairman's Initials/Signature *KL*

INTENTIONALLY BLANK

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke.

Chairman's Initials/Signature _____

2020/21