

Cottingham Parish Council



PERSONNEL COMMITTEE MEETING
HELD AT COTTINGHAM PARISH COUNCIL OFFICES, 9 THE COTTAGES,
MARKET GREEN, COTTINGHAM
AT 9am ON FRIDAY 26TH APRIL 2019

MINUTES

Present: Councillors: Hardwick, Sloan, Kind, Harness
 Clerk: Kay

192. DECLARATIONS OF INTEREST

There were no declarations made

PART 2: Private Session

193. PUBLIC BODIES (ADMISSION TO MEETINGS) ACT 1960

Resolved: That the public be excluded from the meeting for the following item(s) of business pursuant to Section 1 of the Public Bodies (Admission to Meetings) Act 1960, on the grounds that publicity would be prejudicial to the public interest by reason of the confidential nature of the business to be transacted, as the matters were staff personnel issues.

194. **To discuss contracts**

The Clerk explained his, and the Deputies, reluctance to sign the new contracts due to lunchbreaks becoming unpaid and the incremental increase in annual leave from 20 days to 25 days, which was historical practice in the office though not stated in previous contracts, not being continued or specified in the new contract. He further stated that, due to previous changes that had benefited staff, he would, in principle, be willing to accept lunchbreaks becoming unpaid but felt that alongside the loss of incremental leave increases the changes would be unfair. He felt that it should either be stated that leave does increase incrementally or that the increase from 20 days to 25 days should occur after 3 years and not the current 5.

The Committee explained their reluctance to alter the new contracts as they had been drawn up by legal experts and they did not want to compromise the legality of the contracts by making changes.

Resolved: The Committee would consult with the solicitors that had drawn up the new contracts in regards to making alterations

195. Members' points of information and agenda items for the next meeting (Discussion items only)

There was no other business and the meeting closed at 9:30am

Signed:
(Chairman of the Parish Council)