



HUMAN RESOURCES AND COUNCIL TAX COMMITTEE

DATE: Wednesday, 7 July 2021
TIME: 7.30 pm
VENUE: Princes Theatre - Town Hall, Station Road, Clacton-on-Sea, CO15 1SE

MEMBERSHIP:

Councillor Chapman (Chairman)	Councillor Chittock
Councillor Griffiths (Vice-Chairman)	Councillor S Honeywood
Councillor Amos	Councillor Morrison
Councillor Baker	Councillor M Stephenson
Councillor Calver	

Most Council meetings are open to the public and press.

Agendas and Minutes are published on the Council's website www.tendringdc.gov.uk. Agendas are available to view five working days prior to the meeting date and the Council aims to publish Minutes within five working days of the meeting.

Meeting papers can be provided, on request, in large print, in Braille, or on disc, tape, or in other languages.

For further details and general enquiries about this meeting, contact Emma Haward Email: democraticservices@tendringdc.gov.uk or Telephone on 01255686007.

DATE OF PUBLICATION: Tuesday, 29 June 2021

AGENDA

1 Apologies for Absence and Substitutions

The Committee is asked to note any apologies for absence and substitutions received from Members.

2 Minutes of the Last Meeting (Pages 1 - 6)

To confirm and sign as a correct record, the minutes of the last meeting of the Committee, held on Thursday 25 February 2021.

3 Declarations of Interest

Councillors are invited to declare any Disclosable Pecuniary Interests or Personal Interest, and the nature of it, in relation to any item on the agenda.

4 Questions on Notice pursuant to Council Procedure Rule 38

Subject to providing two working days' notice, a Member of the Committee may ask the Chairman of the Committee a question on any matter in relation to which the Council has powers or duties which affect the Tendring District **and** which falls within the terms of reference of the Committee.

5 Verbal Update - Transformation and Hybrid Working

The Council will receive a verbal update from the Council's Organisational Development Manager (Carol Magnus) on the latest developments within the Authority in relation to transformation and hybrid working.

6 Report of Assistant Director (Partnerships) - A.1 - Social Media Policy (Pages 7 - 18)

To provide the Human Resources & Council Tax Committee with an updated Social Media Policy.

7 Report of Assistant Director (Partnerships) - A.2 - Workforce Update Report (Pages 19 - 26)

To provide Members of the Human Resources and Council Tax Committee with an update on current staffing statistics.

8 Report of Assistant Director (Building & Public Realm) - A.3 - Adoption of Fleet Management and Driving for Work Policy (Pages 27 - 52)

To seek approval for the adoption of a Tendring District Council Fleet Management and Driving for Work Policy.

9 Report of Assistant Director (Partnerships) - A.4 - Renewal of the New Disability Confident Leader Status (Pages 53 - 58)

To inform Members of the Human Resources and Council Tax Committee of the successful renewal of the Council's Disability Confident Leader Status for a further 3 years.

10 Report of the Assistant Director (Partnerships) - A.5 - Discretionary Market Forces Policy Review (Pages 59 - 68)

To present the revised Discretionary Market Forces Policy (which has been updated in line with best practice) to the Human Resources & Council Tax Committee.

11 Exclusion of Press and Public

The Committee is asked to consider passing the following resolution:

“That under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting during consideration of Agenda Item 12 on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 4 of Part 1 of Schedule 12A, as amended, of the Act.”

12 Report of Assistant Director (Partnerships) - B.1 - Market Forces Report (Planning Service) (Pages 69 - 72)

To put forward proposals for the re-introduction of the Market Forces Supplement, previously agreed by Human Resources and Council Tax Committee, to support the recruitment and retention of qualified Planning staff.

Date of the Next Scheduled Meeting

The next scheduled meeting of the Human Resources and Council Tax Committee is to be held in the Princes Theatre - Town Hall, Station Road, Clacton-on-Sea, CO15 1SE at 7.30 pm on Wednesday, 20 October 2021.

Information for Visitors

FIRE EVACUATION PROCEDURE

There is no alarm test scheduled for this meeting. In the event of an alarm sounding, please calmly make your way out of any of the fire exits in the hall and follow the exit signs out of the building.

Please heed the instructions given by any member of staff and they will assist you in leaving the building and direct you to the assembly point.

Please do not re-enter the building until you are advised it is safe to do so by the relevant member of staff.

Your calmness and assistance is greatly appreciated.