



HAILSHAM TOWN COUNCIL
STAFFING COMMITTEE

MINUTES

of the meeting of the Staffing Committee,
held at the Fleur-De-Lys Council Chamber, Market Street, Hailsham, BN27 2AE
On Thursday 26th January 2023 at 7.00 p.m.

SfC/22/4/ 36	<u>Public Forum</u> None Presented
37	<u>Present:</u> Committee Members Cllrs G. Blake-Coggins, P. Holbrook, M. Laxton, K. Nicholls (Chair) and A-M Ricketts (Vice-Chair).
38	<u>Officers Present:</u> M. Caira (Deputy Town Clerk & Business Enterprise Manager), J. Harrison (Town Clerk)
39	<u>Apologies For Absence:</u> received and accepted from Cllrs A. Clarke and R. Newark
40	<u>Declarations of Interest:</u> None were made.
41	<u>Confidential Business</u> RESOLVED that the next two agenda items are conducted under confidential business as they concerns: engagement, terms of service, or is otherwise confidential in accordance with the Council's Standing Orders No 1E.
42	<u>Ongoing Staffing Issues</u>
42.1	Cllrs Karen Nichols and Anne-Marie Ricketts gave an account to the committee of a meeting they had held with members of the Town Council's staff on Wednesday 25 th January. The purpose of the meeting had been to enable the staff to voice any concerns or issues they had been, or were currently, experiencing. There had been 11 members of staff present.
42.2	The issues raised had been: <ul style="list-style-type: none"> 1. The need for the council to consult with staff before implementing resolutions that affect them. 2. A strength of feeling that still existed related to a previous occurrence; whether the council fully understood both the members of staff's point of view on this and the extent to which all staff had been working hard, beyond their usual duties, during the covid pandemic. 3. Ongoing and remaining concerns about the substance of a previous issue that had been raised by a member of staff. 4. The extent to which some members of council came into the office unplanned and unannounced and how that affected the officers' working practices. 5. The function and operation of the Staffing Committee itself <p>Cllr Paul Holbrook left the meeting during the discussions on this agenda item.</p> <p>It was agreed that the meeting had been constructive and useful for both the councillors and the members of staff and that a further meeting should be scheduled for the end of February/early March, in the hope that this would become a regular occurrence.</p>
43	<u>Staffing Review</u>

43.1	The committee considered three tenders that had been received for the Staffing Review contract. The committee were offered feedback from members of staff who had ben given copies of the tenders before the meeting. Those staff members who commented had generally preferred the tender from “Council HR Governance and Support” with caveats around the persons interviewed as part of the process.
43.2	The committee considered each tender received fully, including all feedback that had been received and RESOLVED to offer the contract to “Council HR Governance and Support”
	There being no other business, the meeting closed at 8.35pm
	CHAIRMAN

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