



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 21st November 2022 at 7.00 p.m.

SfC/22/4/ 28	<u>Public Forum</u> None Presented
29	<u>Present:</u> Committee Members Cllrs A. Clarke, P. Holbrook, M. Laxton, R. Newark, K. Nicholls (Chair) and A-M Ricketts (Vice-Chair).
30	<u>Officers Present:</u> M. Caira (Deputy Town Clerk & Business Enterprise Manager), J. Harrison (Town Clerk)
31	<u>Apologies For Absence:</u> received and accepted from Cllrs G. Blake-Coggins and N. Coltman
32	<u>Declarations of Interest:</u> None were made.
33	<u>Confidential Business</u> RESOLVED that the next agenda item is conducted under confidential business as it concerns: engagement, terms of service, or is otherwise confidential in accordance with the Council's Standing Orders No 1E.
34	<u>Ongoing Staffing Issues</u>
34.1	M. Caira addressed the committee, asking if they felt they had fulfilled the original purpose of addressing any ongoing issues with staff. He explained that some staff had advised him they felt that it had not done enough and mistrusted the committee. It was felt that some policies had been implemented without meaningful consultation with the officers and that these had been a distraction from the original purpose of the committee.
34.2	The committee discussed this issue with officers M. Caira and J. Harrison and how it could work to improve communication and the working relationship between the council and the staff. It was stated that the committee was genuinely committed to ensuring that relationship was effective and functioning to the mutual benefit of everyone.
34.3	The committee and officers agreed some measures necessary to take this forwards; <ul style="list-style-type: none"> • Regular staff meetings would be reinstated, including an invitation to all officers, giving them an opportunity to communicate openly and share any issues and requirements. • The staff would be asked if they felt it would be useful for the Chair and Deputy Chair of the Staffing Committee to attend a future Staff Meeting to discuss any issues. • An element of consultation with Staff should be introduced before any new policies or procedures are agreed by the Staffing Committee. This would include the Staffing Review that would be commissioned in the New Year. • M. Caira should attend future Staffing Committee meetings to ensure both he and J. Harrison were fully aware of the Committee's decisions and plans.

	<ul style="list-style-type: none">The committee would seek to introduce and reiterate measures to control the amount of time all Councillors were spending in the office, which could often be a distraction for officers from their main jobs and could sometimes feel like micro-management.
35	There being no other business, the meeting closed at 8.21pm
	CHAIRMAN