



**HAILSHAM TOWN COUNCIL**  
**STAFFING COMMITTEE**

**MINUTES**

of the extraordinary meeting of the Staffing Committee,  
held at the Fleur-De-Lys Council Chamber, Market Street, Hailsham, BN27 2AE  
On Wednesday 15<sup>th</sup> November 2023 at 7.00 p.m.

SfC/23x/3/ 55	<b><u>Public Forum</u></b>  None Presented
06	<b><u>Present:</u></b>  Councillors G. Blake-Coggins, C. Bryant (substituting for Councillor D Rusu), K. Nicholls (Chair). S. Potts and A-M. Ricketts (Vice-Chairman).  Non-Committee member Councillor D. Chapman was also in attendance.
07	<b><u>Officers Present:</u></b>  J. Harrison (Town Clerk), M Cairra (Deputy Town Clerk & Business Enterprise Manager) and D Saxby.
08	<b><u>Apologies For Absence:</u></b>  Apologies had been received from Councillors B. Holbrook, P. Holbrook and D. Rusu.
09	<b><u>Declarations of Interest:</u></b>  None were made.
10	<b><u>Minutes of Previous Meeting</u></b>  <b>RESOLVED</b> that the minutes of the previous meeting held on 20 <sup>th</sup> July 2023 are an accurate record and may be signed by the Chair.
11	<b><u>Confidential Business</u></b>  <b>RESOLVED</b> that the next agenda item (6) be conducted under confidential business as it concerns: engagement, terms of service in accordance with the Council's Standing Order No. 1E
12.1	<b><u>Staffing Review</u></b>  Councillors Nicholls and Ricketts said that they had met staff on 17 <sup>th</sup> November following reported unhappiness with the Council's decision to not implement any of the findings of the Review and to revisit it in six months time.
12.2	One of the recommendations in the Review was that in three instances staff would need to have their pay protected. Mr. Cairra said that it was important that this was addressed on an individual basis.  Members discussed the findings of the recently delivered Staff Review, specifically recommendations 2-4 6-29 and 37.

12.3	<p><b>RESOLVED</b> to recommend the following to Council: (To be read in conjunction with Summary of Recommendations in the report of the Staff Review – Pages 33-37).</p> <p>Recommendations 2-7 Agreed</p> <p>Recommendation 8 Review recommendation at a personal level</p> <p>Recommendation 9 Agreed</p> <p>Recommendation 10 Agreed in conjunction with line manager.</p> <p>Recommendation 11 Look into possibly hiring a person with general skills</p> <p>Recommendations 12-14 Agreed</p> <p>Recommendation 15 Agreed</p> <p>Recommendations 16-18 &amp; 24 To discuss with individual members of staff.</p> <p>Recommendation 19 To be discussed by the Finance, Budget and Resources Committee.</p> <p>Recommendations 20-23 Agreed</p> <p>Recommendation 25 Agreed</p> <p>Recommendation 26 Agreed, but delegate to the Town Clerk</p> <p>Recommendation 27 Agreed after finalisation of other recommendations.</p> <p>Recommendation 28 Aim for acceptance recommendation, but after final decisions taken.</p> <p>Recommendation 29 Agreed, as recommendation 4.</p> <p>Recommendations 30-35 For the appropriate committee to consider.</p> <p>Recommendations 36-37 Agreed</p>
12.4	<p>These recommendations to Council were agreed unanimously.</p>
	<p>There being no other business, the meeting closed at 9.09 pm.</p>
	<p style="text-align: right;">CHAIRMAN</p>