

# Lowestoft Town Council Personnel Committee

For the attention of all Committee Members

You are summoned to attend an Extraordinary Meeting of the Personnel Committee of Lowestoft Town Council at 14:00 on 2 March 2023, at **First Floor, Hamilton House, Battery Green Road, Lowestoft, Suffolk, NR32 1DE.**

**The meeting is open to the public and press to attend** and those attending the meeting shall be informed that the meeting may be reported on (including recording, photographing and filming). This does not apply to confidential items. Comments can also be submitting regarding any item on the agenda in advance of the meeting. Members of the public can join the meeting remotely via the following link: <https://us02web.zoom.us/j/87414381911>. The meeting can also be observed via YouTube on the following link: <https://youtu.be/M7N4eLgMcwY>.

*In providing any comments members of the public accept that, where they are suitable, they may be considered at the meeting and published in our minutes. Any individual submitting the comments should ensure that their name, address and contact details are included in their communication and should note that anonymous submissions will not be accepted. Members of the public accept that their name may be noted and recorded at the meeting. However, their contact details will not be noted and reported publicly.*

Councillors must register relevant interests and declare them at a meeting if they have such an interest in a matter to be considered. Under the Localism Act 2011, a councillor with **relevant interests** in matters on the Agenda cannot take part or vote on those matters, unless they have been granted a dispensation. Under the Council's Code of Conduct, a councillor must leave the meeting room if they have such an interest, unless they have been granted a dispensation. There may be other interests or matters in which councillors might be considered to be biased or predetermined in which case they will need to consider whether they should leave the room.

The Council has a duty to pay due regard to preventing crime and disorder and to conserve biodiversity as part of relevant decisions.

To help prevent the spread of infectious diseases, all attendees should consider the safety of others, make their own risk assessment of the advisability of attending and consider measures they should take to ensure their own safety.

*S. Barker*

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Cllr Sonia Barker, Chair  
23 February 2023

**Lowestoft Town Council**  
**Extraordinary Meeting of the Personnel Committee**  
**First Floor, Hamilton House, Battery Green Road, Lowestoft, Suffolk, NR32 1DE**  
**14:00 on 2 March 2023**

**AGENDA**

**76. Welcome**

To explain the fire evacuation procedure, welcome the meeting, and remind Councillors and members of the public of the right to report.

**77. To receive and consider approval of apologies for absence**

**78. Declarations of Interests and dispensations**

78.1. To receive declarations of Disclosable Pecuniary, Other Registerable and Non-Registerable interests from councillors on items on the Agenda.

78.2. To consider written requests for dispensations for interests and note dispensations granted

**79. To consider the draft minutes and confidential note of the Extraordinary Meeting on 14 December 2022**

**80. Public forum**

An opportunity for the public to make comments on any matters on this agenda, and to consider any advance comments from the public.

**81. To appoint the Deputy Chair of the Personnel Committee**

**82. To review the Terms of Reference of the Personnel Committee, including to review and consider implementation of the following responsibilities:**

82.1. Keep under review staff working conditions and health and safety matters

82.2. Monitor and address regular or sustained staff absence

82.3. Make recommendations on staffing-related expenditure to the Finance and Governance Committee

82.4. Consider any appeal against a decision in respect of pay

**83. To note the number of Councillors who have booked onto Mental Health First Aid training sessions**

**84. To consider the financial implications of the Councillor Mental Health Policy**

**85. To consider the Redundancy Policy, including to consider including redundancy arrangements in terms and conditions of employment**

**86. To consider how to address unacceptable emails to officers from other authorities**

**87. To consider potential lobbying communications**

**88. To consider arrangements for enabling public access to Hamilton House for out of hours meetings**

**89. To consider staffing (confidential), including the following:**

89.1. Existing staff, including to note any appraisals and probationary reviews

89.2. Future staff, including for grounds maintenance

**90. Date of the next meeting**

6 April 2023 18:00 (may be subject to change at Full Council)

# **Lowestoft Town Council**

## **Extraordinary Meeting of the Personnel Committee**

**First Floor, Hamilton House, Battery Green Road, Lowestoft, Suffolk, NR32 1DE**

**14:00 on 2 March 2023**

- 91. Items for the next agenda and close**
- 92. To resolve that under the Public Bodies (Admission to Meetings) Act 1960, the public be excluded from the meeting on the grounds that publicity would be prejudicial to public interest by reason of the confidential nature of the business to be transacted, namely any legal issues or employment matters relating to items on this agenda, including the following:**
  - 92.1. Any employment matters relating to items on this agenda, including those above as required**