

Lowestoft Town Council Personnel Committee

For the attention of all Committee Members

You are summoned to attend a meeting of the Personnel Committee of Lowestoft Town Council at 14:00 on 4 August 2022, at **Whitton Residents' Hall, Hawthorn Avenue, Lowestoft, Suffolk, NR33 9BB.**

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/89390148795>. The meeting can also be observed via the following link: <https://youtu.be/d3JtbkdIvQI>. 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 also 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 a **disclosable pecuniary interest** in a matter on the Agenda cannot take part or vote on that matter, 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 cases they will need to consider whether they should be present.

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 Covid-19, all attendees should bring their own refreshments, their own pen for signing in, and should dress appropriately given the need for increased ventilation on the site. Every person attending should make their own risk assessment of the advisability of attending and/or any measures they should take individually to ensure their safety.

S. Bendix

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Shona Bendix, Clerk
28 July 2022

Lowestoft Town Council
Meeting of the Personnel Committee
Whitton Residents' Hall, Hawthorn Avenue, Lowestoft, Suffolk, NR33 9BB
14:00 on 4 August 2022

AGENDA

16. Welcome

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

17. To receive and consider approval of apologies for absence

18. Declarations of Interests and dispensations

18.1. To receive Declarations of Disclosable Pecuniary and Other Registerable Interests from Councillors on items on the Agenda and to note that there are no written requests and grants of dispensations for Disclosable Pecuniary Interests

19. To consider the draft minutes of the meeting on 9 June 2022

20. 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.

21. To review the Terms of Reference of the Personnel Committee

22. To consider mileage and vehicle cost reimbursement

23. Policies:

23.1. To consider a Flexible Working Policy

23.2. To consider a Staff Mental Health and Wellbeing Policy

23.3. To review the Redundancy Policy

24. To consider the Information to be provided with salary publication

25. To further consider whether to seek a delegation of staffing budgets

26. To consider the process for staff reward and recognition

27. To consider succession planning

28. Date of the next meeting

13 October 2022 14:00

29. Items for the next agenda and close

30. 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:

30.1. Any employment matters relating to items on this agenda, including those above as required