

MEETING OF THE PERSONNEL COMMITTEE

HELD ON THE 15th MAY 2025 AT 11AM AT THE STEYPING CENTRE

Present: Cllrs Young (Chairman), Bell, Norcross, M Alexander, Lloyd and Hanson.

Clerk: John Fullbrook

Members of the public None

Meeting Commenced 11am

DRAFT MINUTES (Non - Confidential)

Pe/24/17 APOLOGIES FOR ABSENCE

17.1 There were apologies received from Cllr Linfield.

Pe/24/18 DECLARATIONS OF INTEREST.

18.1 There were no declarations of interest from Cllrs.

Pe/24/19 QUESTIONS FROM THE FLOOR

19.1 None for this meeting

Pe/24/20 MINUTES OF PREVIOUS MEETING

20.1 Cllr Young **proposed, seconded** by Cllr Norcross that the Personnel Committee non - confidential minutes from 13th November 2024 be accepted as a true and fair record. **Agreed**

Pe/24/21 INFORMATION AND CORRESPONDENCE ITEMS

21.1 None

Pe/24/22 CONFIDENTIAL SESSION

22.1 Cllr Young **proposed, seconded** by Cllr Hanson to resolve, under the Public Bodies (Admissions to Meetings) Act 1960, in accordance with Standing Orders 3d to exclude the press and public on the grounds that the confidential matters to be discussed under agenda items 7 & 8 may involve disclosure of personal or privileged information which would be inappropriate to put in the public domain. **Agreed**

Pe/24/23 COUNCILLOR CODE OF CONDUCT SANCTIONS RESOLUTION

23.1 **To agree to recommend to Full Council a way forward to achieve a positive resolution, or to find alternative pathways in order for SPC to maintain a collaborative and productive working culture.**

23.1.1 Members discussed progress made by Cllr Campbell towards sanctions compliance and resolution as the 16th and final week of the sanction period had elapsed, since Full Council had adopted the recommendations from the HDC Standards Committee. Members noted that Cllr Campbell had passively complied with sanctions 2, 3, 4 and 5. While there had been partial active compliance with sanction 6 as HDC had confirmed some retraining had taken place.

23.1.2 Sanction 7 stated that SPC should review progress of the sanctions, and compliance or lack of it may result in an extension to sanctions. Both Clerk and SPC Chair had separately contacted the monitoring office

and received confirmation that this was a something the monitoring office could not advise SPC on and therefore was a matter for SPC to work out for themselves.

- 23.1.3** It was noted that Cllr Campbell had publicly stated at the Monday 17th February full SPC meeting that he refused to acknowledge he had displayed the bullying and intimidating behaviour perceived by others and, therefore, had nothing to apologise for (sanction 1).
- 23.1.4** After much discussion the committee unanimously felt that this indicated that Cllr Campbell's behaviour was unlikely to change to achieve a collaborative and constructive working relationship. This observation also being based on Cllr Campbell's modus operandi over many years.
- 23.1.5** It was also noted that during the previous 4 months of sanctions on Cllr Campbell that the work of all aspects of the Council had progressed efficiently, co-operatively and very productively, and members wished this to be able to continue.
- 23.1.6** Therefore, the Personnel Committee resolved to recommend to full Council that the sanctions on Cllr Campbell be extended due to sanction 1 not being accepted or complied with. Cllr Young **proposed, seconded** by Cllr Lloyd that Personnel Committee recommends to Full Council that the sanctions imposed upon Cllr Campbell {on the 20th January 2025} be extended for a further 16 weeks. **Agreed**
- 23.1.7** Further to point 23.1.5 above, members thought it wise to if possible attempt to objectively qualify this statement and therefore another motion was discussed. Cllr Young **proposed, seconded** by Cllr Bell to recommend to Full Council that it directs the Personnel Committee to compile an impact assessment on the business of the Council during the period of the *Sanctions*. **Agreed**

Pe/24/24 STAFFING MATTERS

24.1 Staff Appraisal Notifications

The Clerk stated that it had been almost a year since the Deputy Clerk had taken office, and that he therefore anticipated completing a year end appraisal in the early part of June, and following this would systematically complete the remainder of the SPC staff appraisals. His own job evaluation would be undertaken by Cllrs Norcross and Young likely in the second week in June, and results and comments brought back to the next Personnel Committee meeting for approval.

24.2 SPC Staff Structure - To continue to consider options, to ensure the Councils long term aspirations for future service provisions are planned for, and remain achievable.

Further to previous discussions the Clerk re-emphasised the need for SPC to consider the staff structure in so far as, the likely additional workload associated with devolution as well as other steps forward in service provision coordination and management would need to be appropriately catered for with suitably qualified staff. Cllr Young **proposed, seconded** by Cllr Hanson that the Clerk is asked to complete a business case for additional staff in the light of potential devolution orientated requirements. **Agreed**

Pe/24/25 Date of next Full Council Meeting: Monday 19th May 2025

The meeting closed at 12.35pm

Signed Date of next personnel meeting – September '25, day TBC.
Chair of Personnel