

HINCKLEY AND BOSWORTH BOROUGH COUNCIL
ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE

17 JUNE 2019 AT 6.30 PM

PRESENT: Mr R Webber-Jones - Chairman
Mr MB Cartwright – Vice-Chairman
Mr RG Allen, Mr DC Bill MBE, Mrs MA Cook, Mr A Furlong, Mrs CM Allen (for Mr LJP O'Shea) and Mr SL Bray (for Mr E Hollick)

Also in attendance: Mr G Grimes, Independent Person

Officers in attendance: Julie Kenny and Rebecca Owen

33 APOLOGIES AND SUBSTITUTIONS

Apologies for absence were submitted on behalf of Councillors Hodgkins, Hollick and O'Shea with the following substitutions authorised in accordance with council procedure rule 10:

Councillor C Allen for Councillor O'Shea
Councillor Bray for Councillor Hollick.

34 MINUTES OF PREVIOUS MEETING

It was moved by Councillor Furlong, seconded by Cook and

RESOLVED – the minutes of the previous meeting be approved and signed by the chairman.

Whilst acknowledging that the minutes were an accurate reflection of the proceedings, some members expressed concern about the process to reach the decision in relation to minute 376. The majority of members present requested that the process be reviewed. Members were advised that they could not make a decision to review the process under the minutes of the previous meeting and neither could they revisit the decision however their wish for a review could be noted.

35 DECLARATIONS OF INTEREST

No interests were declared at this stage.

36 COMPLAINTS UPDATE

Members were informed that there were no outstanding complaints at this time.

37 WORKPLACE SURVEILLANCE POLICY

Members received the revised workplace surveillance policy which, it was noted, was compliant with GDPR and was linked to procedures which set out how data could be accessed and used. It was moved by Councillor Allen, seconded by Councillor Cartwright and

RESOLVED – the workplace surveillance policy be approved.

38 EMPLOYEE VOLUNTEERING POLICY

Members gave consideration to the revised employee volunteering policy which had been updated to allow employees two days per annum paid time to undertake volunteering activities rather than the previously permitted eight hours. Following some concerns raised by members, the following amendments were suggested:

- Page 20: should specify that the council will welcome any approaches from the voluntary and community sector
- Page 21 under the heading “Benefits to the Local Community”: the word “skilled” should be omitted
- Page 22 under the heading “What support will be provided by the authority”: “the volunteering hours must be agreed at least 4 weeks in advance” should be amended to “should usually be agree at least 4 weeks in advance”
- Page 24 under the heading “Health and Safety”: include a sentence to say employees can seek advice from the Human Resources team
- An annual monitoring report should be brought to the Ethical Governance & Personnel Committee which should also include numbers of cases that had been turned down.

It was moved by Councillor Furlong and seconded by Councillor Bray that the policy be approved subject to the suggested amendments. Upon being put to the vote, the motion was CARRIED and it was

RESOLVED – the Employee Volunteering Policy be approved with the abovementioned amendments.

(The Meeting closed at 7.18 pm)

CHAIRMAN