

**HINCKLEY AND BOSWORTH BOROUGH COUNCIL**  
**ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE**

**8 JUNE 2022 AT 6.30 PM**

PRESENT: Cllr R Webber-Jones - Chairman  
Cllr SL Bray – Vice-Chairman  
Cllr RG Allen, Cllr DC Bill MBE, Cllr MB Cartwright, Cllr A Furlong,  
Cllr L Hodgkins and Cllr RB Roberts (for Cllr MA Cook)

Officers in attendance: Julie Kenny and Rebecca Owen

**30. Apologies and substitutions**

Apologies for absence were submitted on behalf of Councillors Cook and O'Shea, with the substitution of Councillor Roberts for Councillor Cook authorised in accordance with council procedure rule 10.

**31. Minutes of previous meeting**

It was moved by Councillor Bill, seconded by Councillor Cartwright and

RESOLVED – the minutes of the meeting held on 6 April be confirmed and signed by the chairman.

**32. Declarations of interest**

No interests were declared.

**33. Revision of pension discretionary policies**

Members received a report which proposed a change to one of the employer pension discretions in relation to the Local Government Pension Scheme (LGPS) by way of new shared cost additional voluntary contributions (SCAVCs) via salary sacrifice.

Councillor Roberts entered the meeting at 6.33pm.

A member suggested that a paragraph be included in the policy to clarify that the arrangement would be in place as long as legislation allowed for it and that the council would not be liable for compensation in the event of the scheme being withdrawn. In response it was explained that officers had delegated authority to amend the scheme if necessary and that the council ran several salary sacrifice schemes and not paying compensation was standard. Officers agreed to consider reflecting this in the document.

It was moved by Councillor Bray, seconded by Councillor Cartwright and

RESOLVED –

- (i) The proposal to introduce an additional voluntary contribution scheme be noted;

- (ii) The revised wording within the discretion policy “Regulation 17 – shared cost additional voluntary contribution facility” as outlined in appendix 1 to the report be approved;
- (iii) Officers be RECOMMENDED to incorporate a paragraph to clarify that the arrangement would be in place as long as legislation allowed for it and that the council would not be liable for compensation in the event of the scheme being withdrawn.

#### 34. **Matters from which the public may be excluded**

On the motion of Councillor Allen seconded by Councillor Roberts, it was

RESOLVED – in accordance with section 100A(4) of the Local Government Act 1972, the public be excluded from the following item of business on the grounds that it involves the disclosure of exempt information as defined in paragraphs 1, 2 and 10 of Part I of Schedule 12A of that Act.

#### 35. **Statutory Safety Committee minutes**

Members received the minutes of the last Statutory Safety Committee. In response to members questions, the following points were noted:

- Following the request of Ethical Governance & Personnel Committee, the dashcams that were being installed in council vehicles would have no audio recording to protect the privacy of staff;
- Whilst the minutes showed an increase in reports of physical abuse, it was noted that this had been incorrectly minuted and included threatening behaviour and members were reassured that physical abuse had not increased;
- The pandemic had likely had an impact on workplace stress as staff had to carry out additional work with no additional resources. It was noted that there was an employee assistance programme and officers agreed to report back on whether use of this had increased.

Members asked for their thanks to be passed onto the contact centre, acknowledging that they had many skills including dealing with difficult people.

Members requested an up to date list of key contacts within the authority following staffing changes over the last couple of years.

Discussion ensued on verbal abuse of staff and members including on social media and using the freedom of information process. Members were updated on discussions about implementing a safety system for members along with access to a list of potentially violent people.

#### 36. **Complaints update**

It was reported that the investigation into complaint 2021/26 was complete and the investigator’s view was that there was a case to answer. It was therefore noted that a hearing would be arranged as soon as possible.

**37. Complaints 2022/03 & 04**

Consideration was given to complaints 2022/03 and 2022/04 about a parish councillor. It was noted that this type of complaint would usually have been determined by the Monitoring Officer under delegated powers but, due to the nature and history surrounding the situation, the Monitoring Officer had referred this complaint to the committee for determination.

Members felt that the complaint was trivial, lacked substance and did not clearly set out which parts of the code of conduct were alleged to have been breached.

It was moved by Councillor Bray, seconded by Councillor Bill and unanimously

RESOLVED – no further action be taken in respect of the complaint.

(The Meeting closed at 7.50 pm)

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CHAIRMAN