



WOKINGHAM BOROUGH COUNCIL

A Meeting of the **PERSONNEL BOARD** will be held at the
Civic Offices, Shute End, Wokingham, RG40 1BN on
MONDAY 20 MARCH 2017 AT 7.00 PM

A handwritten signature in black ink, appearing to read 'Andy Couldrick', written in a cursive style.

Andy Couldrick
Chief Executive
Published on 10 March 2017



WOKINGHAM BOROUGH COUNCIL

Our Vision

A great place to live, an even better place to do business

Our Priorities

Improve educational attainment and focus on every child achieving their potential

Invest in regenerating towns and villages, support social and economic prosperity, whilst encouraging business growth

Ensure strong sustainable communities that are vibrant and supported by well designed development

Tackle traffic congestion in specific areas of the Borough

Improve the customer experience when accessing Council services

The Underpinning Principles

Offer excellent value for your Council Tax

Provide affordable homes

Look after the vulnerable

Improve health, wellbeing and quality of life

Maintain and improve the waste collection, recycling and fuel efficiency

Deliver quality in all that we do

MEMBERSHIP OF THE PERSONNEL BOARD

Councillors

Stuart Munro (Chairman)
Pauline Helliard-Symons
Barrie Patman

Alistair Auty (Vice-Chairman)
Pauline Jorgensen

Lindsay Ferris
Charles Margetts

ITEM NO.	WARD	SUBJECT	PAGE NO.
36.		APOLOGIES To receive any apologies for absence	
37.		MINUTES OF PREVIOUS MEETING To confirm the Minutes of the Meeting held on 1 February 2017.	5 - 6
38.		DECLARATION OF INTEREST To receive any declarations of interest	
39.		PUBLIC QUESTION TIME To answer any public questions A period of 30 minutes will be allowed for members of the public to ask questions submitted under notice. The Council welcomes questions from members of the public about the work of this committee. Subject to meeting certain timescales, questions can relate to general issues concerned with the work of the Committee or an item which is on the Agenda for this meeting. For full details of the procedure for submitting questions please contact the Democratic Services Section on the numbers given below or go to www.wokingham.gov.uk/publicquestions	
40.		MEMBER QUESTION TIME To answer any member questions	
41.	Arborfield; Coronation; Emmbrook; Evendons; Hillside; Maiden Erleigh; Sonning; South Lake	SCHOOL CROSSING PATROL SERVICE CHANGES To receive a report regarding school crossing patrol changes.	7 - 8

Any other items which the Chairman decides are urgent

A Supplementary Agenda will be issued by the Chief Executive if there are any other items to consider under this heading.

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Civic Offices, Shute End, Wokingham, RG40 1BN

**MINUTES OF A MEETING OF THE
PERSONNEL BOARD
HELD ON 1 FEBRUARY 2017 FROM 7.00 PM TO 7.25 PM**

Committee Members Present

Councillors: Stuart Munro (Chairman), Alistair Auty (Vice-Chairman), Lindsay Ferris, Pauline Jorgensen and Charles Margetts

Officers Present

Madeleine Shopland, Principal Democratic Services Officer
Sarah Swindley, Service Manager Human Resources

28. APOLOGIES

An apology for absence was submitted from Councillor Pauline Helliard Symons.

29. MINUTES OF PREVIOUS MEETING

The Minutes of the meeting of the Board held on 15 December 2016 were confirmed as a correct record and signed by the Chairman.

30. DECLARATION OF INTEREST

There were no declarations of interest submitted.

31. PUBLIC QUESTION TIME

There were no public questions.

32. MEMBER QUESTION TIME

There were no Member questions.

33. RECRUITMENT AND RETENTION OF SOCIAL WORKERS

The Board considered a report regarding the recruitment and retention of children's social workers.

During the discussion of this item the following points were made:

- Phase 1 of the Children's Social Care Recruitment & Retention Strategy and Plan 2014-2019 had begun in October 2014 and had included a pilot bonus and annual leave scheme. This had been reviewed after 2 years.
- Whilst recruitment and retention had improved more still needed to be done. Feedback on the pilot scheme had been mixed regarding having additional annual leave and working fixed hours instead of flexi hours. Members agreed that further work was required.
- More detailed discussions which included exempt information took place in Part 2 session.

RESOLVED: That

- 1) the ongoing work with regard to the development of an enhanced reward package for children's Social Workers be noted.
- 2) how the Council is taking forward the Children's Social Work Recruitment and Retention Strategy as set out in the Part 2 sheet of the report, be noted.

34. EXCLUSION OF THE PUBLIC

RESOLVED: That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1, 2 and 4 of Part 1 of Schedule 12A of the Act as appropriate.

35. EXERCISING OF PENSION DISCRETIONS

The Board considered a report which requested that it exercise its pension discretions with regards to an individual member of staff.

RESOLVED: That the recommendation set out in the Part 2 report be agreed.

TITLE	School Crossing Patrol Service Changes
FOR CONSIDERATION BY	Personnel Board on 20 March 2017
WARD	Emmbrook, South Lake, Arborfield, Maiden Erlegh, Hillside, Coronation, Evendons, Sonning
DIRECTOR	Josie Wragg, Interim Director of Environment

OUTCOME / BENEFITS TO THE COMMUNITY

Cessation of a school crossing patrol service at the eight sites which also have pedestrian crossings, providing children and others with a safe point to cross.

RECOMMENDATION

That Personnel Board note the School Crossing Patrol Service Changes being undertaken and the potential workforce implications.

SUMMARY OF REPORT

Wokingham Borough Council continually reviews the value of its non-statutory services, and in this context has been considering the effectiveness of pedestrian crossings as a proven, efficient and safe way of crossing a road.

There are currently eight school crossing patrollers on pedestrian crossings in the Wokingham Borough, but the pedestrian crossings at these sites already give children and others a safe point to cross.

It is proposed that the school crossing patrol service at these eight locations should cease at the end of this academic year (July 2017):

- Emmbrook Infant & Junior School, Emmbrook Road, Wokingham
- Highwood Primary School, Fairwater Drive, Woodley
- Coombes Primary School, School Road, Arborfield
- St Peters Primary School, Church Road, Earley
- Whiteknights Primary School, Elm Road, Earley
- Beechwood Primary, Headley Road
- Hawthorns Primary School, Northway, Woosehill
- Sonning Primary School, Pound Lane, Sonning

There are a further seven sites with school crossing patrols but no formal crossings. These are exempt from the proposed changes this year, but it is proposed they be reviewed to assess the best ways to ensure children continue to get to school safely.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council faces severe financial challenges over the coming years as a result of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Neutral		Revenue
Next Financial Year (Year 2)	(£48,000)		Revenue
Following Financial Year (Year 3)	(£48,000)		Revenue

Other financial information relevant to the Recommendation/Decision

None

Cross-Council Implications

n/a

List of Background Papers

None

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Date 8 March 2017

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