

**Present:**

**Councillors:** Mario Toto (Chair), Mandy Taylor (Vice-Chair), David Newland, Terry Reynolds, Phil Chambers (substituting by agreement for Cllr Bolton).

**HR019 APPOINTMENT OF MINUTE TAKER**

Councillor Terry Reynolds appointed

**HR020 APOLOGISES FOR ABSENCE**

Councillors Bolton and Lorrimer-Roberts

**HR021 MINUTES**

**Resolved:** That the minutes of the meeting held on 10 September 2018 be agreed as a correct record and signed by the Chair.

**HR022 DECLARATIONS OF INTEREST**

None received.

**HR023 COUNCIL MANAGER'S REPORT**

None received.

**HR024 CONFIDENTIAL ITEMS**

**Resolved:** to exclude members of the public and press to consider Agenda items 7 and 8 as discussion will include information about employees and their pay and pensions contributions.

**HR025 PENSION CONTRIBUTIONS**

Discussed proposed changes to WCC contributions to staff pensions under the governments Auto-Enrolment scheme currently in place for all staff.

**Resolved:** That WCC contributions towards staff pensions would remain at 2% above the employee contribution up to a revised maximum of 7%

**HR026 STAFFING STRUCTURE**

Discussion around the resolutions made by Full Council were debated.

**Resolved:**

1. To seek and engage professional HR advisors to help to ensure that the Council's actions to progress the changes agreed at Full Council follow best practice HR management practices. Action: MT/TR
2. To document the background and reasoning behind the need for change and to more clearly define the proposed roles and responsibilities. Action: MT
3. That staff consultations commence formally once professional HR advice has been received. Precise timing yet to be determined.

**MINUTES OF THE HUMAN RESOURCES COMMITTEE  
WALTON COMMUNITY COUNCIL  
held on 10 DECEMBER 2018 at 7pm,  
Room 2, MK SNAP, Bourton Low, Walnut Tree, MK7 7DE**

4. To take steps to ensure that the services of our interim financial officer are secured until April/May 2019. Action: MT/LS
5. That salary benchmarking be undertaken where new roles are to be introduced. Action: HR committee

**The meeting ended at 9.00pm**