



Minutes of the Meeting of the Staffing Committee
held at the Council Meeting Room, Trane Cemetery, Tonyrefail
at 7:00pm on Wednesday, 1st May 2024

Present: Cllr Danny Grehan (Chair)
Cllr Linda Michel
Cllr Amanda Richards

Absent: Cllr Greg Powell

Officers: Ms Jo van Tonder (Clerk & RFO)

1. Apologies for absence

Apologies for absence had been received from Cllrs Mary Davies and Dan Owen-Jones.

2. Declarations of Interest

There were no declarations of interest made.

3. Minutes of the previous meeting: 26th March 2024

It was proposed, seconded and

Resolved: To agree the minutes of the Meeting held on 26th March 2024 as a true and accurate record.

Introduction of Standing Order 3(d) – exclusion of members of the press and public

4. Matters pertaining to Recruitment

a) Appointment of Deputy Clerk

It was proposed, seconded and

Resolved: To ratify the appointment of Ms Aingie Cripps Melody to the post of Deputy Clerk following her successful interview conducted the previous week.

b) Rate of pay and hours of work

It was proposed, seconded and

Resolved: To accept the Clerk's recommendation for a starting scale point and initial hours of work.

It was noted that the incumbent's salary scale point and hours of work would be reviewed at the end of her three-month probationary period.

c) Start date

The Clerk confirmed Ms Cripps Melody would be starting on 3rd June 2024.

5. Matters pertaining to Staffing of a confidential nature

It was noted this agenda item had been superseded by other matters and was no longer valid.

6. Matters pertaining to Staffing of a confidential nature

It was proposed, seconded and

Resolved: To ratify the disciplinary actions agreed by the Grievance panel following a grievance hearing held on 22nd April 2024.

7. Matters pertaining to Staffing of a confidential nature

It was noted this agenda item had been superseded by other matters and was no longer valid.

8. Sickness absence and staff retention

The Clerk advised members that the workforce had been experiencing high levels of stress, resulting in higher-than-normal rates of absenteeism. Morale was low and could impact on the Council's ability to retain staff.

Members were informed that of the six members of staff currently employed by the Council, four fell into the "disabled persons" category under the Equality Act 2010.

9. Acquisition of specialist services

The Clerk was asked to source proposals for presentation to full council for consideration.

Meeting concluded at 7:38pm.