



Redruth Civic Centre, Alma Place, Redruth, Cornwall TR15 2AT

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Town Mayor: Cllr M J Brown

Town Clerk: P B Bennett

Minutes of a Meeting of the Redruth Town Council Staffing Committee held in the Redruth Civic Centre on Monday 17th April 2023

Present: Cllr M Brown Chair
Cllr R S Barnes
Cllr Mrs A Biscoe
Cllr H Biscoe
Cllr C Garrick
Cllr Ms D Reeve
Cllr I Thomas
Cllr W Tremayne

In attendance: P B Bennett Town Clerk
Ms A Hunt Operations & Facilities Officer
Ms S White Engagement Officer
Mrs L Cantrill Skylite Associates

PART I – PUBLIC SESSION

1523.1 To receive apologies for absence

No apologies were necessary.

1523.2 Members to declare any disclosable pecuniary interests or non-registerable interests (including details thereof) in respect of any item(s) on this Agenda

None were declared.

1523.3 To confirm the Minutes of:

The Meeting of the Staffing Committee held on 20th February 2023

1523.3.1 RESOLVED by Majority to confirm the minutes of the Meeting of the Staffing Committee held on 20th February 2023 as a true and accurate record of proceedings. [Proposed Cllr Reeve; Seconded Cllr Garrick] Cllrs Mrs Biscoe, Biscoe, and Tremayne abstained as they had not been present at the meeting.

1523.4 To exclude the press and public from the meeting for the remaining items of business as their presence would be prejudicial to the public interest by virtue of the confidential nature of the subject matter (employee terms and conditions), and on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12[A] of the 1972 Local Government Act

1523.4.1 Unanimously RESOLVED to exclude the press and public from the meeting for the remaining items of business as their presence would be prejudicial to the public interest by virtue of the confidential nature of the subject matter (employee terms and conditions), and on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12[A] of the 1972 Local Government Act. [Proposed Cllr Thomas; Seconded Cllr Barnes]

1523.5 To receive an update on the current staffing position within the Operations Team

A report had been circulated prior to the meeting. Councillors asked a number of questions in relation to both aspects of the Operations Team, and in particular the staff structure, the recently filled posts within the team, and the recruitment of the vacant Facilities Technician post.

1523.5.1 Unanimously RESOLVED that the report be noted. [Proposed: Cllr Biscoe; Seconded: Cllr Mrs Biscoe]

1523.6 To receive an update on the current staffing position within the Engagement Team

A report had been circulated prior to the meeting. The Engagement Officer provided clarification in response to questions from Councillors. They fully supported the short-term reorganisation of the team.

1523.6.1 Unanimously RESOLVED that the report be noted. [Proposed: Cllr Biscoe; Seconded: Cllr Thomas]

1523.7 To receive update on HR/Staffing processes from Louise Cantrill, Skylite Associates

A report had been circulated prior to the meeting. Ms Cantrill outlined the general situation concerning leavers, Employment Contracts and the RFO recruitment. In relation to questions about using a financial specialist recruitment agency, Ms Cantrill gave members an assurance that there is a claw back guarantee should someone be appointed and then leave the post shortly afterwards.

1523.7.1 RESOLVED by a majority that:

- a. We use specialised a finance recruitment firms in pursuit of the RFO;
- b. The rest of the report be noted.

[Proposed: Cllr Biscoe; Seconded: Cllr Barnes] Cllr Garrick abstained.

1523.8 To consider a recommendation in respect to the continued employment of Maria Moreno-Felstead.

1523 A report had been circulated prior to the meeting recommending that the employment of Maria Moreno-Felstead be made permanent after a highly successful probationary period.

1523.8.1 Unanimously RESOLVED that Maria Moreno-Felstead's employment with the Council be made permanent. [Proposed: Cllr Biscoe; Seconded: Cllr Garrick]

1523.9 To consider a recommendation in respect to the continued employment of Tamsyn Dowling.

1523 A report had been circulated prior to the meeting recommending that the employment of Tamsyn Dowling be made permanent after a highly successful probationary period.

1523.9.1 Unanimously RESOLVED that Tamsyn Dowling's employment with the Council be made permanent. [Proposed: Cllr Biscoe; Seconded: Cllr Garrick]



Chairman