



People

Agenda for 30/06/26 @ 17:30

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Melksham
TOWN COUNCIL



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TOWN COUNCIL

Wednesday 24 June 2026

Dear Councillors S Rabey, G Elson, J Oatley, C Stokes and J Westbrook

Ref: People Committee Meeting, Tuesday 30 June 2026

You are summoned in accordance with the Local Government Act (LGA) 1972, Sch 12, paras 10 (2)(b) to a meeting of the People Committee of Melksham Town Council for the transaction of the business shown on the agenda below.

Tuesday 30 2026 to be held at 17.30 in the Council Chamber, Melksham Town Hall, Market Place, Melksham, SN12 6ES.

The quorum for the People Committee is 3.

Public Participation

Members of the public and the press may attend this meeting in person or join the meeting on Teams via the following link: <https://tinyurl.com/27rd9ynr> . Public participation will take place near the start of the meeting.

Each speaker is limited to three minutes, with a total public session of 20 minutes. Members of the public are requested to send their questions to CEO@melksham-tc.gov.uk by noon on the working day before the meeting. You should still attend the meeting, in person or online, to ask your question.

No decisions will be made on matters not already on the agenda. The Council may ask the public and press to leave if confidential matters need to be discussed.

The Seven Principles of Public Life.

All members are reminded of their duty under the code of conduct to uphold the Seven Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

Yours sincerely,

Miss Hayley Bell
CEO



People Committee Terms of Reference

The management of the staff of the Town Council is an operational matter and firmly in the domain of the Town Clerk.

1. **Membership** – Elected Members (see 1.4.) plus the Town Mayor and Deputy Mayor.
 - 1.1 The Committee shall be appointed in every election year and remain in place for the term of office of the council, save for the Mayor and Deputy.
 - 1.2 Membership will include two designated substitutes who will also be appointed in every election year and remain in place for the term of office of the council.
 - 1.3 Members wishing to serve on the Staffing Committee should provide a summary of their qualifications and experience in the area of personnel matters. Members of the Staffing Committee will be provided with training on an on-going basis, which they will be expected to undertake.
 - 1.4 The quorum shall be 50% of membership, rounded up. The committee will meet on an 'as required' basis.
2. **Authority:** Local Government Act 1972, Sections 101 and 102.
3. **Delegated Business**
 - 3.1 The Council's Standing Orders will apply to all meetings of the Committee. Unless the Council directs otherwise, the Committee may arrange to devolve any of its functions to a sub-committee or to an officer.
 - 3.2 The committee will have the right to resolve to restrict access to the rest of the council, where, in the committee's opinion, the papers and or information is deemed to be of a sensitive confidential nature. Councillors will need to demonstrate a 'need to know,' if they require sight of any other papers produced by or for the committee.
 - 3.3 In any case where there is the potential for an appeal or claim against the council for unfair dismissal or constructive dismissal, before any information about the case is shared outside of the Staffing Committee and or the Appeals Panel, the time for appeal must have lapsed before the information can be shared.
 - 3.4 The Committee has delegated authority to deal with the following matters on an ongoing basis or to conclusion:
 - 3.4.1 To deal with all matters affecting the appointment, discipline, salary and terms and conditions of the Town Clerk
 - 3.4.2 To carry out the Town Clerk's annual appraisal and agree objectives.



- 3.4.3 To deal with any grievance regarding the Town Clerk.
- 3.4.4 To deal with any staff matters referred to the committee by the Town Clerk.
- 3.4.5 To interview for SMT appointments, in conjunction with the Town Clerk, and make decisions where appropriate.
- 3.4.6 To consider, where referred by the Town Clerk, any matters emanating from the absence, grievance and disciplinary procedures contained in the Employee Handbook applicable to all members of staff employed by the Town Council.
- 3.4.7 Approve the awarding of contractual Scale Point increments, as appropriate.
- 3.4.8 To receive updates on staffing matters including restructuring and significant changes to job descriptions.

4. **Delegation to the Town Clerk** – In accordance with Standing Orders, the Town Clerk shall be empowered to exercise and perform on behalf of and in the name of and without further reference to the Council or other such appropriate committee of the Council all powers and duties of the Council in relation to the following

Staffing matters

- 4.1 The overall management of the staff including the establishment of an officer organisation which facilitates the management of all activities, administration and services on behalf of the Council.
- 4.2 The day-to-day supervision of direct reporting employees.
- 4.3 The maintenance of staff discipline including taking appropriate action in accordance with procedures (absence, grievance and disciplinary etc).
- 4.4 The overseeing of the appraisal procedure for all other staff to ensure appropriate targets are set and the staff team undertake continuous professional development training.
- 4.5 The maintenance and periodic review of terms and conditions of employment and job descriptions for all staff.
- 4.6 To ensure that appropriate regard is taken of the Health & Safety Act 1974 as amended.
- 4.7 To appoint temporary and permanent staff and implement salary and grading reviews, changes to responsibilities and job descriptions as considered necessary subject to any expenditure being within budget. (However, salary



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regrading outside of the agreed scale points to be confirmed and approved by the Staffing Committee).



Agenda

People Committee

1. **Apologies** 19.00 – 19.01
To receive and consider acceptance for apologies and absences
(Local Government Act, 1972 s.85)
2. **Declaration of interests** 19.01 – 19.02
To declare an interest relating to the business of the meeting.
(Melksham Town Council Code of Conduct)
3. **Minutes** 19.02 – 19.05
To approve the minutes of the previous meeting 22 June 2026
(Local Government Act 1972, s. 12)
4. **Public participation** 19.05 – 19.25
To allow public participation, 3 minutes per person; 20-minute allocation.
(Local Government Act 1972, s. 12)
5. **Confidential session**
Members are requested to make the following resolution in accordance with the Public Bodies (Admission to Meetings) Act 1960.

In view of the sensitive nature of the business to be transacted, it is advisable in the public interest that the public and press be excluded, and they are instructed to withdraw.
6. **Staffing matters**
To receive staffing updates.

Melksham Town Council

Minutes of the People Committee

At Melksham Town Hall on Monday 22 June 2026

PRESENT:	Councillor S Rabey	Town Mayor and Chair
	Councillor G Elson	Deputy Town Mayor and Vice Chair
	Councillor J Oatley	
	Councillor C Stokes	
	Councillor J Westbrook	

IN ATTENDANCE

OFFICERS	Hayley Bell	CEO/Town Clerk
	Nicki Hudson	People and Culture

PUBLIC one member of the press was present (arrived during item 5)

1/26 Apologies

There were no apologies.

2/26 Declaration of Interest

There were no declarations of interest.

3/26 Minutes

The minutes of 2 March 2026, having been previously circulated, were approved as a correct record and signed by the Town Mayor and Chair Councillor Rabey.

4/26 Public Participation

Standing Orders were suspended as the meeting had moved passed Public Participation when the questioner arrived.

Has the council looked into how many companies in Melksham offer extra holiday for birthdays and how many Melksham Town residents get a day off for their birthday?

The Mayor confirmed that research had been done by a number of people.

5/26 People & Culture Officers Report

The report was received.

6/26 Key Messages/Headline

The item was noted.

7/26 Staff Turnover

The item was noted.

8/26 Absence Rates

The item was noted.

9/26 Recruitment Activity

The item was noted.

10/26 Training & Development

The item was noted.

11/26 Compliance and Governance

The item was noted.

12/26 Mileage Allowance

The item was noted.

13/26 Purchase of Additional Annual Leave (PAL) Scheme

It was proposed by the Town Mayor and Chair Councillor Rabey, seconded by The Deputy Town Mayor Councillor Elson and

UNANIMOUSLY RESOLVED to approve the introduction of a Purchase of Additional Leave (PAL) Scheme for up to 5 days in each leave year, commencing leave year 1st April 2027. The CEO and People & Culture Officer may consider more than 5 days in exceptional circumstances with the decision to be signed off by the People Committee.

14/26 Birthday Leave/Long Service Annual Leave Alignment

These items were taken together. Members were not in favour of the birthday leave as it is something more usual in private sector and not everyone wants to take their birthday as holiday. Would prefer changes to service award.

It was **UNANIMOUSLY RESOLVED** not to introduce birthday leave.

It was proposed by Councillor J Westbrook, seconded by the Town Mayor and Chair Councillor Rabey and

UNANIMOUSLY RESOLVED to introduce a continuous service scheme of 1 extra day annual leave after two full years of service, then increasing by an extra day per full year of service, up to a maximum of 31 days (ie, up to 5 extra days).

16/26 Confidential Session

It was **UNANIMOUSLY RESOLVED** to go into confidential session in view of the sensitive nature of the business to be discussed.

17/26 Staffing Matters

A verbal report was given on exit interviews, current staffing, absence levels and active people matters.

No decisions were required.

A further urgent people meeting was requested.

Meeting closed at: 6:55

Signed Dated