

Personnel Sub-Committee of Vestry Report 2022

The personnel sub-committee of Vestry is responsible for all aspects of employment and personnel related matters of lay staff at St Aidan's (with approval of the wider Vestry). The current members of the sub-committee are:

- Louise Anderson
- Mark Rushton
- Jenny Haggitt

Staff changes

- a. Vicki White resigned from the Mainly Music Coordinator's role halfway through the year to take up a full-time teaching position. With her departure Vaoa Davis capably took the lead for a term before Tracy Helg was employed on 7th September to lead Mainly Music.
- b. Isobell Tregoweth who had been leading the Young Adult's group since Conor's departure in 2021, resigned from this role in August. Isobell remains actively involved with the group however did not want to continue as leader. There is now a shared leadership model operating which will be reviewed at the end of the year, but it seems to be working well. Isobell continues as our Website and Social Media Content Manager.
- c. Whilst not part of the Personnel Sub-Committee's 'brief', it is noted that the other staff addition was Reverend Kerry Davis joining the clergy team on 20th March 2022 after the diocesan/church appointment was made at the end of 2021.

General

- a. Izzi Hoskyn and Nic Mercer, two of the staff who were on Fixed Term contracts had their contracts replaced with an Individual Employment Agreement as a permanent position in April 2022. They had been on fixed contracts to allow flexibility of job descriptions until the Associate Priest's role was finalized.
- b. The Diocesan Boundaries Course was attended in an online format by all staff that needed to renew their 2 yearly certificate and First Aid refresher courses were attended by those who were reaching the end of their certification.

Compliance

Informal staff reviews were carried out mid-year by the vestry personnel committee and formal reviews will get underway at the end of November in line with our review process. Tracy Helg will not be included this year as it was felt she was too new to the position. The reviewers comprise members of the sub-committee.

Please refer to the other reports to the Annual General Meeting for details of staff involvement in particular activities.

Louise, Mark and Jenny