

## **UNION/EMPLOYEE CONSULTATION COMMITTEE**

Minutes of a meeting of the Union/Employee Consultation Committee of the Bolsover District Council held in Committee Room 1, Sherwood Lodge, Bolsover, on Monday, 20<sup>th</sup> October 2008 at 1400 hours.

### **PRESENT:-**

Councillor E. Watts - Chair

Council Representatives:-

Councillors R.J. Bowler, J.A. Clifton, A.F. Tomlinson and A. Waring

Unison Representatives:-

R. Farnsworth, J. Hendy and J. Ritchie

Unite Representatives:-

C. Dodsworth

Officers:-

L. Keeling (Head of Human Resources and Payroll) and R. Leadbeater (Democratic Services Officer)

### **419. APOLOGIES**

Apologies for absence were received from Councillors K. Bowman, D. McGregor and B.R. Murray-Carr, the Chief Executive Officer and Unite Representatives M. Hillsley, S. Sambrook and G. Nussey.

### **420. URGENT ITEMS OF BUSINESS**

There were no urgent items of business to consider.

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### 421. DECLARATIONS OF INTEREST

Item	Councillor	Level of Interest
426	R.J. Bowler	Personal
426	A. Waring	Personal
426	A.F. Tomlinson	Personal

### 422. MINUTES – 15<sup>TH</sup> JULY 2008

#### Minute No. 205 – Skills Pledge

The Head of Human Resources and Payroll advised the meeting that the Council had now signed the Skills Pledge. A representative from each Trade Union was required to assist with work on the Action Plan and names of volunteers should be forwarded to the Head of Human Resources and Payroll.

#### Minute No. 207 – Pay and Grading Implementation Plan Update Exempt – Paragraph 4

At the last meeting it had been agreed that a special meeting would be called to undertake consultation on the pay agreement proposals. Members were advised that the proposed date was 7<sup>th</sup> January 2009 at 1400 hours.

Moved by Councillor A.F. Tomlinson, seconded by Councillor A. Waring

**RESOLVED** that (1) the minutes of a meeting held on the 15<sup>th</sup> July 2008 be approved as a true record.

(2) a special meeting of the Union/Employee Consultation Committee be held on 7<sup>th</sup> January 2009 at 1400 hours.

(Head of Human Resources and Payroll/Democratic Services)

### 423. SICKNESS ABSENCE/OCCUPATIONAL HEALTH STATISTICS APRIL TO JUNE 2008

The Head of Human Resources presented the report for the meeting's consideration which showed a reduction in sickness absence and an outturn being better than the quarterly target. There had been an increase in short term sickness absence from 0.51 days per full time equivalent to 0.71 days. Heads of Service had been requested to ensure proactive measures were taken in those departments with the highest levels of short term sickness absence.

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The decrease in the numbers of staff requiring rehabilitation was a result of the reduction in long term sickness absence.

Three routine health surveillance clinics had been held during April and May.

Moved by Councillor J.A. Clifton, seconded by Councillor A.F. Tomlinson

**RESOLVED** that the report be received.

### **424. THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

Moved by Councillor E. Watts, seconded by Councillor J.A. Clifton

**RESOLVED** that under Section 100(A)(4) of the Local Government Act 1972 (as amended), the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in the stated Paragraph of Part 1 of Schedule 12A of the Act and it is not in the public interest for that to be revealed.

### **425. EXIT INTERVIEWS EXEMPT – PARAGRAPH 2**

The Head of Human Resources and Payroll presented the report for the meeting's consideration. Out of twenty-two employees who had left the Authority, twelve had completed the leavers' questionnaire with travel problems and lack of job security being the primary reasons given.

Moved by Councillor E. Watts, seconded by Councillor R.J. Bowler

**RESOLVED** that the report be received.

Councillors Bowler, Waring and Tomlinson declared a personal interest in the following item.

### **426. PAY AND GRADING IMPLEMENTATION PLAN UPDATE – OCTOBER 2008 EXEMPT – PARAGRAPH 4**

The Head of Human Resources and Payroll presented the report for the meeting's consideration. An updated Pay and Grading Review Implementation Programme was appended to the report.

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Members were advised that final pay scores had been issued to all employees and the preparation of draft formal proposals had now been completed. Equality Impact Assessments on the Equal Pay Audit had now been commenced.

There had been slight slippage on the date for completion and negotiation on provisional pay packages which would now be concluded by mid November.

A period of two months had initially been allowed to agree a national sign off on the pay agreement proposals by the Trade Unions. Based on recent experience it was thought this was an unrealistic timescale and both Regional Officers (UNISON and UNITE) had been asked to confirm the average time taken to sign off pay agreements. Once this confirmation was received it would be possible to update the timetable.

Consultation on the pay agreement proposals through the Union/Employee Consultation Committee would be undertaken on 7<sup>th</sup> January 2009 at 1400 hours.

Union representatives added that pay agreement proposals were unlikely to be signed off by the Unions prior to them having had the opportunity to consider a number of legal cases.

Moved by Councillor A.F. Tomlinson, seconded by Councillor E. Watts  
**RESOLVED** that the report be received.

The meeting concluded at 1412 hours.