

UNION/EMPLOYEE CONSULTATION COMMITTEE

Minutes of a meeting of the Union/Employee Consultation Committee of Bolsover District Council held in Committee Room 1, Sherwood Lodge, Bolsover, on Friday, 5th February 2010 at 1100 hours.

PRESENT:-

C. Hirst (Chair – Unison)

Council Representatives:-

Councillors J.E. Bennett, P.M. Bowmer, J.A. Clifton, H. Gilmour, D. McGregor (from Minute No. 697), B.R. Murray-Carr, K.F. Walker, A. Waring and E. Watts.

Unison Representatives:-

W. Hatton and R. Frisby, C. Carruth (Regional Unison Organiser).

Unite Representatives:-

C. Dodsworth and S. Sambrook.

Officers:-

S. Sternberg (Solicitor to the Council), L. Keeling (Head of Human Resources and Payroll) and R. Leadbeater (Democratic Services Officer).

690. APOLOGY

An apology for absence was received on behalf of Councillor A.F. Tomlinson.

691. URGENT ITEMS

There were no urgent items of business to consider.

692. DECLARATIONS OF INTEREST

Minute No.	Councillor	Level of Interest
700	A. Waring	Personal and Prejudicial

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693. MINUTES – 6TH NOVEMBER 2001

Moved by Councillor B.R. Murray-Carr, seconded by Councillor J.A. Clifton
RESOLVED that the minutes of a meeting of the Union/Employee Consultation Committee held on 6th November 2009 be approved as a true record.

694. ORDER OF BUSINESS

The Chair proposed a change in the order of business to bring forward the Pay and Grading Implementation Plan to the first item of exempt business.

Moved by Councillor B.R. Murray-Carr, seconded by Councillor E. Watts
RESOLVED that the Order of Business be changed.

695. SICKNESS ABSENCE/OCCUPATIONAL HEALTH STATISTICS – JULY TO SEPTEMBER 2009

The Head of Human Resources and Payroll presented the report to advise Members of the sickness absence/Occupational Health statistics for July to September 2009. The outturn for the period was 2.65 days per full time equivalent against 2.13 days in 2008. The overall sickness figure was below target due to a significant increase in long term sickness absence which had doubled from the previous year.

A full breakdown of short and long term absence by department was included in the agenda for information.

Moved by Councillor E. Watts, seconded by Councillor B.R. Murray-Carr
RESOLVED that the report be received.

696. SICKNESS ABSENCE/OCCUPATIONAL HEALTH STATISTICS – OCTOBER TO DECEMBER 2009

The Head of Human Resources and Payroll presented the report to advise Members of the sickness absence/Occupational Health statistics for October to December 2009. The outturn for the period was 1.76 days per full time equivalent against 2.46 days in 2008. The overall sickness figure had improved significantly on the previous quarter and the target of 2.13 days per full time equivalent was back on track.

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Occupational Health referrals had increased to 4 of which 3 had now been rehabilitated with 1 outstanding and likely to return to work shortly.

A full breakdown of short and long term absence by department was included in the agenda for information.

Moved by Councillor E. Watts, seconded by Councillor B.R. Murray-Carr
RESOLVED that the report be received.

Councillor D. McGregor joined the meeting at this point.

697. PUBLIC SECTOR APPRENTICESHIP PROGRAMME UPDATE – OCTOBER TO DECEMBER 2009

The Head of Human Resources and Payroll presented the report to provide Members with an update on the public sector apprenticeship programme.

The report outlined details of the recruitment of 7, 16 to 18 year olds placed across various Council departments and 13, 18 to 24 year olds employed by the Council and placed with various partners such as the PCT and SNaP

The Head of Human Resources advised that offers of employment had been made on all the 18 to 24 year old posts (20 in total), however not all had been able to start due to delays with CRB checks.

The Regional Unison Organiser complimented the Public Sector Apprenticeship Programme set up by Bolsover and added that a copy of the scheme had been forwarded to the National Office.

Moved by Councillor E. Watts, seconded by Councillor B.R. Murray-Carr
RESOLVED that the report be received.

698. CORPORATE LEARNING AND DEVELOPMENT EVALUATION REPORT 2008/09

The Head of Human Resources and Payroll presented the report for Members' information based on feedback from post learning and development evaluation forms provided by employees.

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The report identified the training events attended by various tiers of management and staff and feedback on its usefulness and relevance.

Particular emphasis was placed on the Leadership Development training which the Authority had invested heavily in over the last 4 years. Results of the most recent employee survey suggested that 80% of respondents felt they were managed very well or fairly well overall which had shown a 1% increase from 2006.

Bolsover had spent less on employee development at £167 per person against the national average of £250 but had delivered 2.2 days of training per person against the national average of 1.6 days showing much greater value for money.

Training which had shown to be of little benefit had also been identified and would no longer be provided.

A full evaluation report was included with the agenda for Members' information.

Moved by Councillor B. R. Murray-Carr, seconded by Councillor J.E. Bennett
RESOLVED that the report be received.

699. THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Moved by Councillor B.R. Murray-Carr, seconded by Councillor E. Watts
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

Councillor A. Waring left the meeting having declared a Personal and Prejudicial interest.

700. PAY AND GRADING IMPLEMENTATION PLAN UPDATE

The Head of Human Resources and Payroll presented the report to advise Members of progress on the Pay and Grading Implementation Plan.

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Members were advised that formal consultation had been undertaken on the pay agreement for Craft Workers; Stage II of the Equal Pay Audit had been completed and the notification to implement the pay agreement had been sent to Craft Workers.

National sign off on the pay agreement for green book employees and the ballot of union members was still outstanding. The Head of Human Resources and Payroll advised that no response had been received from Unite or Unison in respect of signing off the pay agreement.

The Regional Unison Organiser stated that Unison Members had been advised not to sign their contracts in response to the Council's recent letter. He added that Unison were not seeking conflict with the Authority but were advising members against signing in the event that this may impact upon an Equal Pay Claim. The Regional Unison Organiser suggested that should the Authority consider writing a waiver into the contracts, then Members could be advised to sign.

The Head of Human Resources agreed to take this suggestion back for further consideration.

Members thanked the Regional Unison Organiser for his attendance and comments.

Unite Members stated that advice was being awaited from their National Office.

Moved by Councillor J.E. Bennett, seconded by Councillor E. Watts
RESOLVED that the report be received.

Councillor A. Waring rejoined the meeting.

701. EXIT INTERVIEWS 1ST OCTOBER TO 31ST DECEMBER 2009

The Head of Human Resources and Payroll presented the report to submit to Members the primary reasons for permanent employees leaving the Authority from 1st October to 31st December 2009.

A report detailing leavers for the full year would be presented to the next meeting.

Moved by Councillor E. Watts, seconded by Councillor H. Gilmour
RESOLVED that the report be received.

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702. MOBILE WARDEN STANDBY ALLOWANCES – PENSIONABLE PAY STATUS

The Head of Human Resources and Payroll presented the report to advise Members of a mistake identified by Derbyshire County Council in how standby payments for mobile wardens were treated for pensionable purposes.

Two options were available to correct the error:-

1. To continue not to pay Local Government Pension Scheme contributions on standby payments or
2. Start to pay pension scheme contributions on future standby payments and to enter into an agreement to pay contribution arrears over a period of time relating to the period covered by the arrears and based upon the standby payments already received.

Moved by Councillor E. Watts, seconded by Councillor D. McGregor
RECOMMENDED that (1) the Payroll Manager writes to all affected employees to ascertain whether they wish to:-

- Continue not to pay Local Government Pension Scheme contributions on standby payments or
- Start to pay pension scheme contributions on future standby payments and to enter into an agreement to pay contribution arrears over a period of time relating to the period covered by the arrears and based upon the standby payments already received.

(2) details of this exercise be reported back to UECC at the next meeting.

(3) the financial impact of those choosing to pay contributions and thus creating a liability for the Council be reported to Council early in the 2010/11 financial year.

(Head of Human Resources & Payroll /Council)

The meeting concluded at 1140 hours.