

UNION/EMPLOYEE CONSULTATION COMMITTEE

Minutes of a meeting of the Union/Employee Consultation Committee of the Bolsover District Council held in Executive Meeting Room, Sherwood Lodge, Bolsover, on Wednesday, 5th May, 2010 at 1100 hours.

PRESENT:-

C. Hirst (Chair – Unison)

Council Representatives:-

Councillors Mrs. P.M. Bowmer, J.A. Clifton, H.J. Gilmour, D. McGregor, B.R. Murray-Carr, A.F. Tomlinson, K.F. Walker, A. Waring and E. Watts

Unison Representatives:-

R. Farnsworth, R. Frisby, J. Hendy

T&GWU Representatives:-

N. Potter

Officers:-

W. Lumley (Chief Executive Officer), L. Keeling (Head of Human Resources & Payroll) and A. Saxby (Assistant Democratic Services Manager).

910. APOLOGY

An apology for absence was received on behalf of Councillor J.E. Bennett.

911. URGENT ITEMS

There were no urgent items of business to consider.

912. DECLARATIONS OF INTEREST

Minute No.	Councillor	Level of Interest
918	A. Waring	Personal

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913. MINUTES – 5TH FEBRUARY 2010

Minute No. 702 – Mobile Wardens Standby Allowances - The Head of Human Resources and Payroll advised Members that a meeting had taken place on the Mobile Wardens Standby Allowance and that an Impact Assessment would be produced by the end of July and reported back to Union/Employee Consultation Committee once a financial assessment had been completed.

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

RESOLVED that minutes of a meeting of the Union/Employee Consultation Committee held on 5th February 2010 be approved as a true record and the comments noted.

(Head of Human Resources & Payroll/Head of Democratic Services)

914. SICKNESS ABSENCE/OCCUPATIONAL HEALTH STATISTICS 2009/2010

The Head of Human Resources and Payroll presented the report to advise Members of the Sickness Absence/Occupational Health statistics for 2009/10. The outturn figure of 8.39 days per full time equivalent in 2009/10 was down from 8.43 days in 2008/09. The occupational referrals for 2009/10 were also down.

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

The routine health surveillance clinics had taken place in both January and March and covered a variety of topics.

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

RESOLVED that the report be received.

915. PUBLIC SECTOR APPRENTICESHIP PROGRAMME UPDATE – JANUARY TO MARCH 2010

The Head of Human Resources and Payroll presented the report advising Members of the number of Apprentices appointed during January to March 2010.

There are a total of seven apprentices employed by Bolsover District Council, three administrative assistants and four leisure assistants in the 16-18 year age group.

There are 22 apprentices placed with partnership organisations and the Council in the 18-24 year old group. There are 12 administrative assistants, three healthcare assistants and three catering assistants employed at Chesterfield Royal Hospital, a

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gardener with the Primary Care Trust and two communications assistants and two street scene operatives at the Council.

An Apprentice Handbook and Training Passport have been developed by the Apprenticeship Team and a Celebration Event was planned for May 2010 at the Arkwright Centre.

Work was underway on the next stage for recruiting apprentices from unemployment hotspots and a report would be submitted to a future meeting.

Moved by Councillor E. Watts, seconded by Councillor D. McGregor
RESOLVED that the report be received.

(Head of Human Resources & Payroll/Head of Democratic Services)

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

Moved by Councillor E. Watts, seconded by Councillor D. McGregor
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.

917. EXIT INTERVIEWS 2009/10 EXEMPT – PARAGRAPH 2

The Head of Human Resources and Payroll presented the report on exit interview information which contained a summary of primary reasons for permanent employees leaving the Authority for the period 1st April 2009 to 31st March 2010.

There were eight completed Exit Questionnaires returned and these details were reproduced in the report, a copy of the Leavers Questionnaire was also reproduced in the agenda.

Moved by Councillor D. McGregor, seconded by Councillor E. Watts
RESOLVED that the report be received.

(Head of Human Resources & Payroll)

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Councillor A. Waring declared a Level 1 interest in Minute No. 918

918. PAY AND GRADING IMPLEMENTATION PLAN UPDATE – JANUARY TO MARCH 2010 EXEMPT – PARAGRAPH 4

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

Members were advised that all the milestones outlined at the meeting in February had been achieved Appeals, consistency checks and contracts of employment for Craft Workers.

The Chief Executive Officer gave a brief update advising Members that extend dialogue had taken place relating to the pay agreement, equal pay issues.

There was uncertainty on two issues relating to national sign-off and also the ballot on employees on Pay Agreement for Green Book employees.

Further to the invitation to UNITE to attend a meeting, no response has been received.

Moved by Councillor E. Watts, seconded by Councillor D. McGregor
RESOLVED that (1) the report be received,

(2) reporting frequency be linked to Key developments, with a final updates report after June 2011.

(Head of Human Resources & Payroll)

918 (Cont'd). SUPPLEMENTARY REPORT – PAY AND GRADING UPDATE - CRAFT WORKERS PAY AGREEMENT EXEMPT – PARAGRAPH 4

The Head of Human Resources and Payroll presented the supplementary report on the Pay and Grading Update – Craft Workers Pay Agreement.

Members were advised that the trade union had lodged a formal dispute over the implementation of the paragraph in the Craft Pay Agreement which was to be implemented from 1st April 2010. The dispute related to of the issuing of a new tool kit.

Various options had been explored and as no agreement had been reached the Chief Executive Officer had agreed to postpone implementation of the Craft Pay Agreement pending further discussions.

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Details of the proposal agreed by the trade union side on 22nd April, 2010 where reproduced in the report.

Members were advised that the Red/Green Book would be merged and approval would be sought by Council in June, this would mean that no one working at Bolsover will be covered by the Red Book.

Moved by Councillor E. Watts, seconded by Councillor D. McGregor
RESOLVED that (1) the report be received

(2) the decision of the Chief Executive Officer to implement the revised Craft Pay Agreement with effect from 1st May 2010 and to settle the employment dispute regarding provision of tools/payment of tool allowance be endorsed,

(3) a combined Green Book and Red Book agreement be produced and submitted to Council for approval.

(Head of Human Resources & Payroll/Head of Democratic Services)

The meeting concluded at 1115 hours.