

UNION/EMPLOYEE CONSULTATION COMMITTEE

Minutes of a meeting of the Union/Employee Consultation Committee of the Bolsover District Council held in Chamber Suites 1 and 2, The Arc, Clowne, on Monday 8th June 2015 at 1100 hours.

PRESENT:-

Council Representatives:- Councillors Mrs P.M. Bowmer, T. Cannon, A. Joesbury, K. Reid, A. Syrett and K.F. Walker.

Unison Representatives:- K. Shillitto and J. Wilmott

Unite Representatives:- No representatives present.

Officers:-

P. Hackett (Executive Director – Transformation), T. Morrell (Senior HR Advisor), S. Gordon (HR and Payroll Operations Manager) and A. Bluff Governance Officer.

Councillor A. Syrett in the Chair

0058. APOLOGIES

Apologies for absence were received from Councillor M.J. Dooley and J. Clayton (Unison).

0059. URGENT ITEMS OF BUSINESS

There were no urgent items of business to consider.

0060. DECLARATIONS OF INTEREST

There were no declarations of interest.

0061. MINUTES – 12th MARCH 2015

Moved by K. Shillitto, seconded by Councillor K. Reid

RESOLVED that the minutes of a meeting held on 12th March 2015 be approved as a correct record.

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0062. EQUALITIES MONITORING REPORT – JULY 2014 TO MARCH 2015

Committee considered a report in relation to equality data in respect of the Council's recruitment practices for the July 2014 to March 2015 period.

Moved by Councillor A.M. Syrett, seconded by Councillor K. Reid

RESOLVED that the report be noted.

0063. SICKNESS ABSENCE/OCCUPATIONAL HEALTH STATISTICS 2014/15

Committee considered a report in relation to sickness absence/occupational health statistics for 2014/15 with comparative data for 2013/14.

The sickness absence target for 2014/15 was 8.5 days and the outturn figure was 9.20 days. In comparison, the outturn figure for 2013/14 was 9.10 days. A breakdown of the figures for 2014/15 by department and by long/short term sickness absence was attached to the report for Committee's information.

The top three causes of sickness absence for 2014/15 was muscular/skeletal, stress and infections. For 2013/14, the top three causes were muscular/skeletal, stress and back/neck.

A breakdown of the reasons for all long term sickness absence for 2014/15 was as follows;

Muscular/skeletal	18	Genito/gyna	3
Stress/depression	8	Other	3
Neurological	4	Heart/bp/circulation	1
Back/neck	3	Infections	1

There had been 8 employees undergoing counselling during the period.

It was noted that although the figure for stress had reduced by around 20% from the 2013/2014 period, the figure still remained high. Stress awareness days had not been well attended at Bolsover but appropriate support was available for employees as other factors other than work could be the cause of their stress.

A lengthy discussion took place.

Councillor Syrett noted that the Portfolio Holder for Health and Wellbeing was working with Mandy Chambers, Principal Health Manager – Public Health, Derbyshire County Council, to promote more awareness days similar to the 'stroke for strokes' day which had taken place at Bolsover on 18th May where staff had taken part in a 12 hour 'Rowathon' in aid of the Stroke Association's 'Action on Stroke Month'. Stroke awareness information, blood pressure checks and full health checks had also been offered to anyone in the building by the Stroke Association's volunteers.

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The Executive Director – Transformation felt that Managers and the Unions need to continue to work effectively together to minimise stress at work. He added that a Scrutiny Review was being carried out at North East Derbyshire District Council in relation to Mental Health and the outcome of the Review could be put in place across the Strategic Alliance.

Moved by Councillor A.M. Syrett, seconded by Councillor K. Reid
RESOLVED that the report be received.

0064. DISCIPLINARY POLICY

The latest draft of the Disciplinary Policy had been circulated and discussions had taken place to address concerns raised by Unions.

It was agreed that the Policy be reviewed in 12 months time to see how the Policy was working.

The HR and Payroll Operations Manager advised the meeting that briefing sessions and training regarding the Policy would be carried out with Managers and the Unions were welcome to attend these sessions.

Moved by K. Shillitto, seconded by Councillor K. Reid
RECOMMENDED that (1) subject to annual review the Council approve the amended Disciplinary Policy.

(Assistant Director HR and Payroll/Governance Manager)

0065. SICKNESS POLICY

The latest draft of the Disciplinary Policy had been circulated and discussions had taken place to address concerns raised by Unions.

A Unison representative queried at what stage any review of the triggers would be carried out for individuals currently declaring a disability and receiving standard double triggers. The Executive Director – Transformation advised that a proper measured discourse with affected individuals would take place, taking into account their Doctor's / Clinician's advice who would be dealing with their particular case.

It was agreed that the Policy be reviewed in 12 months time to see how the Policy was working.

Moved by K. Shillitto, seconded by Councillor K. Reid
RECOMMENDED that (1) subject to annual review, Council approve the amended Sickness Policy.

(Assistant Director HR and Payroll/Governance Manager)

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0066. SOCIAL NETWORKING POLICY

The latest draft of the Social Networking Policy had been circulated and discussed at the UECC pre meetings.

It was agreed that the Policy be reviewed in 12 months time to see how the Policy was working.

Moved by K. Shillitto, seconded by Councillor K. Reid

RECOMMENDED that subject to annual review, Council approve the amended Social Networking Policy.

(Assistant Director HR and Payroll/Governance Manager)

0067. MATERNITY POLICY

It was noted that the Maternity Policy was in keeping with legislation and no issues were raised with the Policy.

Moved by Councillor K. Reid, seconded by Councillor T. Cannon

RECOMMENDED that Council approve the Maternity Policy.

(Assistant Director HR and Payroll/Governance Manager)

0068. PARENTAL LEAVE POLICY

It was noted that the Parental Leave Policy was in keeping with legislation and no issues were raised with the Policy.

Moved by Councillor K. Reid, seconded by Councillor T. Cannon

RECOMMENDED that Council approve the Parental Leave Policy.

(Assistant Director HR and Payroll/Governance Manager)

0069. SHARED PARENTAL LEAVE POLICY AND PROCEDURES

It was noted that the Shared Parental Leave Policy and Procedures was in keeping with legislation and no issues were raised with the policy or the procedures.

Moved by Councillor K. Reid, seconded by Councillor T. Cannon

RECOMMENDED that Council approve the Shared Parental Leave Policy and Procedures.

(Assistant Director HR and Payroll/Governance Manager)

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0070. MATERNITY SUPPORT LEAVE AND PATERNITY LEAVE

It was noted that the Maternity Support Leave and Paternity Leave document was in keeping with legislation and no issues were raised with the document.

Moved by Councillor K. Reid, seconded by Councillor T. Cannon

RECOMMENDED that Council approve the Maternity Support Leave and Paternity Leave document.

(Assistant Director HR and Payroll/Governance Manager)

0071. ADOPTION POLICY

It was noted that the Adoption Policy was in keeping with legislation and no issues were raised with the Policy.

Moved by Councillor K. Reid, seconded by Councillor T. Cannon

RECOMMENDED that Council approve the Adoption Policy.

(Assistant Director HR and Payroll/Governance Manager)

The meeting concluded at 1140 hours.