

UNION / EMPLOYEE CONSULTATION COMMITTEE

Minutes of a meeting of the Union / Employee Consultation Committee of the Bolsover District Council held in the Council Chamber, The Arc, Clowne on Thursday, 30 September 2021 at 10:00 hours.

PRESENT:-

Members:-

Councillor Mary Dooley in the Chair

Councillors Stan Fox, Andrew Joesbury, Tom Kirkham and Graham Parkin.

Kevin Shillitto (UNISON) and Jess Clayton (UNISON).

Officers:- Grant Galloway (Executive Director of Strategy and Development), Sara Gordon (Human Resources and Organisational Development Manager) and Tom Scott (Governance Officer).

UECC1-21/22 APPOINTMENT OF VICE-CHAIR FOR 2021/22

Kevin Shillitto (UNISON) moved and Councillor Andrew Joesbury seconded the nomination of Chris McKinney (UNISON) as Vice-Chair for the municipal year 2021/22.

RESOLVED that Chris McKinney (UNISON) serve as Vice-Chair for the municipal year 2021/22.

UECC2-21/22 APOLOGIES FOR ABSENCE

There were no apologies for absence.

UECC3-21/22 URGENT ITEMS OF BUSINESS

There was no urgent business to be considered at the meeting.

UECC4-21/22 DECLARATIONS OF INTEREST

There were no declarations made at the meeting.

UECC5-21/22 MINUTES

Moved by Councillor Tom Kirkham and seconded by Kevin Shillitto (UNISON).

RESOLVED that the minutes of the meeting on 11th February 2021 be confirmed as a

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true and correct record.

UECC6-21/22 SICKNESS ABSENCE QUARTER 1 (APRIL – JUNE 2021)

The HR and Organisational Development Manager presented the Sickness Absence Quarter 1 (April – June 2021) report.

Councillor Andrew Joesbury asked why short term absences in 2020/21 were shown to be half of other years. The HR and Organisational Development Manager explained that because COVID had made people work from home more, there were not as many absences.

The Chair wished to note that she felt Streetscene's service during the COVID pandemic had been excellent.

Kevin Shillitto (UNISON) asked if there had been any issues about people suffering from anxiety being made to come back into the workplace. The HR and Organisational Development Manager explained that managers had discussed this with officers to ensure they were comfortable.

Kevin Shillitto (UNISON) asked if an Ageing Workforce strategy was going to be put in place. The HR and Organisational Development Manager explained that Housing and Streetscene officers needed to be liaised with to identify seasonal opportunities for the topic.

Councillor Andrew Joesbury asked if there had been any stress issues because of working from home. The HR and Organisational Development Manager explained that some people had suffered because of having to work at home, and HR had tried to work with them and let them back into the office.

Councillor Andrew Joesbury asked about the more general work being done to combat stress and depression. The HR and Organisational Development Manager explained that mental health awareness training had been given to all officers to help them identify the signs in others.

The Chair asked how many members of staff were currently working from home. The HR and Organisational Development Manager stated she would check the exact number and circulate it to Members.

Councillor Tom Kirkham asked the UNISON representatives how many of their members had been struggling with mental health and finance in the pandemic. Kevin Shillitto (UNISON) explained that unions nationwide had been receiving increased requests for support.

Councillor Tom Kirkham stated he would like to see people signposted towards mental health support. Kevin Shillitto (UNISON) added that if anything was sent out to signpost this, he would ensure it reaches everyone from a union perspective.

Jess Clayton (UNISON) elaborated on the support discussion by explaining that the local agencies had set up a 'Financial Inclusion Group' to support people across the District of

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RESOLVED that the report be noted.

The meeting concluded at 10:34 hours.