

To: Chair & Members of the Union /  
Employee Consultation Committee

The Arc  
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Wednesday 5<sup>th</sup> January 2022

Dear Councillor

**UNION / EMPLOYEE CONSULTATION COMMITTEE**

You are hereby summoned to attend a meeting of the Union / Employee Consultation Committee of the Bolsover District Council to be held at the Council Chamber, The Arc, Clowne on Thursday, 20th January, 2022 at 10:00 hours.

If you attend in person you will be deemed to have accepted the following disclaimer as applying:

**Risk Assessment Disclaimer**

When attending this meeting in person, I confirm that I have read and understood the contents of each of the following risk assessments and agree to act in line with its content.

- Covid-19 ARC RTW RA001
- Working in Offices At The Arc During Covid-19 Pandemic Guidance – ARC – SSW001
- Meetings – EM001 - Committee and Council Meetings during the Covid-19 pandemic



**We speak your language**  
Polish **Mówimy Twoim językiem**  
Slovak **Rozprávame Vaším jazykom**  
Chinese **我们会说你的语言**

**If you require this agenda in large print  
or another format please call us on 01246 217753**

If you require an adjustment to enable you to participate in or access the meeting please contact the Governance Team at least 72 hours before the meeting starts.

*These documents have been emailed to Members and are available on the Modern.Gov App library.*

Register of Members' Interests - Members are reminded that a Member must within 28 days of becoming aware of any changes to their Disclosable Pecuniary Interests provide written notification to the Authority's Monitoring Officer.

You will find the contents of the agenda itemised onwards.

Yours faithfully

A handwritten signature in black ink that reads "Sarah Steenberg". The signature is written in a cursive, flowing style.

Solicitor to the Council & Monitoring Officer

**UNION / EMPLOYEE CONSULTATION COMMITTEE  
AGENDA**

***Thursday, 20th January, 2022 at 10:00 hours taking place at the Council Chamber, The  
Arc, Clowne***

| <b>Item No.</b> |                                                                                                                                                                            | <b>Page<br/>No.(s)</b> |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| <b>1.</b>       | <b>Apologies for Absence</b>                                                                                                                                               |                        |
| <b>2.</b>       | <b>Urgent Items of Business</b>                                                                                                                                            |                        |
|                 | To note any urgent items of business which the Chairman has consented to being considered under the provisions of Section 100(B) 4(b) of the Local Government Act 1972.    |                        |
| <b>3.</b>       | <b>Declarations of Interest</b>                                                                                                                                            |                        |
|                 | Members should declare the existence and nature of any Disclosable Pecuniary Interest and Non Statutory Interest as defined by the Members' Code of Conduct in respect of: |                        |
|                 | a) any business on the agenda                                                                                                                                              |                        |
|                 | b) any urgent additional items to be considered                                                                                                                            |                        |
|                 | c) any matters arising out of those items                                                                                                                                  |                        |
|                 | and if appropriate, withdraw from the meeting at the relevant time.                                                                                                        |                        |
| <b>4.</b>       | <b>Minutes</b>                                                                                                                                                             | <b>4 - 6</b>           |
|                 | To consider the minutes of the last meeting held on 30 <sup>th</sup> September 2021.                                                                                       |                        |
| <b>5.</b>       | <b>Sickness Absence Report</b>                                                                                                                                             |                        |
|                 | <i>Report to follow</i>                                                                                                                                                    |                        |

## **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<sup>th</sup> September 2021 at 10:00.

### **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- APPOINTMENT OF VICE-CHAIR 21/22**

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 APOLOGIES FOR ABSENCE -21/22**

There were no apologies for absence.

### **UECC3- URGENT ITEMS OF BUSINESS 21/22**

There were no urgent items.

### **UECC4- DECLARATIONS OF INTEREST 21/22**

There were no declarations of interest.

**UECC5- MINUTES  
21/22**

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 true and correct record.

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

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 Ton 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 Bolsover.

**RESOLVED** that the report be noted.

The meeting concluded at 10:34 hours.