

## **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, 19<sup>th</sup> June 2025 at 10:00 hours.

### **PRESENT:-**

Members:-

Councillors Rowan Clarke, Steve Fritchley and Sally Renshaw.

UNISON:- Chris McKinney and Violet Parker.

Officers:- Steve Brunt (Strategic Director of Services), Peter Wilmot (HR Business Partner) and Matthew Kerry (Governance and Civic Officer).

### **UECC1-25/26 ELECTION OF CHAIR 2025/26**

Moved by Chris McKinney (UNISON) and seconded by Councillor Steve Fritchley  
**RESOLVED** that Liz Robinson (UNISON Convenor) be elected as Chair of the Union / Employee Consultation Committee for the 2025/26 Municipal Year.

### **UECC2-25/26 APPOINTMENT OF VICE CHAIR 2025/26**

Moved by Councillor Sally Renshaw and seconded by Councillor Steve Fritchley  
**RESOLVED** that Councillor Mary Dooley be appointed as Vice-Chair of the Union / Employee Consultation Committee for the 2025/26 Municipal Year.

### **UECC3-25/26 ELECTION OF CHAIR FOR THE MEETING**

Moved by Councillor Sally Renshaw and seconded by Councillor Steve Fritchley  
**RESOLVED** that Chris McKinney (UNISON) be elected as Chair for the meeting.

Chris McKinney (UNISON) in the Chair

### **UECC4-25/26 APOLOGIES FOR ABSENCE**

Apologies for absence were received on behalf of Councillor Mary Dooley and Liz Robinson (UNISON Convenor).

### **UECC5-25/26 URGENT ITEMS OF BUSINESS**

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

### **UECC6-25/26 DECLARATIONS OF INTEREST**

There were no declarations made at the meeting.

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### UECC7-25/26 MINUTES

Moved by Chris McKinney (UNISON) and seconded by Councillor Rowan Clarke  
**RESOLVED** that the minutes of a meeting of the Union / Employee Consultation Committee held on 12<sup>th</sup> March 2025 be approved as a true and correct record.

### UECC8-25/26 SICKNESS ABSENCE - QUARTER 4 (JANUARY - MARCH 2025)

The HR Business Partner presented the report to the Committee.

The average number of days lost per employee in Quarter 4 2024/25 was 2.8 days, with the outturn for the average number of days lost per employee standing at 9.5 days for 2024/25 (the annual target had been 8.5 days).

6 Services experienced zero sickness in Quarter 4 2024/25 (a further 4 Services had experienced less than 1 day per full-time equivalent (FTE) employee absence).

Stress/Depression had remained in the top three reasons for absence since Quarter 2 2019/20. There had been 11 cases of absence due to Stress/Depression in Quarter 4 2024/25 (3 work related, 8 none work related).

There had been 0 days of sickness recorded for COVID-19 in Quarter 4 2024/25 – the first quarter recorded since the start of 2024/25. It was offered staff may not be testing for COVID-19

There were 19 long-term sickness cases in Quarter 4 2024/25 – 14 due to physical health ailments and 5 related to Stress/Depression (3 of which were work related).

10 employees had returned to work, 7 remained absent, and 2 had left the Council's employ.

Health and wellbeing initiatives included: Support When You Need It – Vivup's Confidential Employee Assistance Programme; World Menopause Day 2024 and two sessions of the Menopause Support Group completed; International Men's Day 2024; Fraud Awareness Week; Online Fire Safety Checks; Cervical Cancer Awareness Week; Macmillan Monthly Walking Groups; Race Equality Week; Eating Disorders Awareness Week; Vivup Rewards & Benefits; Your Financial Wellbeing Courses; and Go!Active subsidised membership (for Quarter 4 2024/25, this stood at 64 subscribers).

The Chair noted good work was taking place – Stress/Depression no longer in the top three reasons for absence was a positive sign and a result of the HR Team's hard work.

Referring to the organisational outturn on the average number of days absent (and this cost), a Member asked what the total number of staff employed by the Council was. The HR Business Partner informed that a rough estimate was about 415 FTE employed.

The Strategic Director of Services shared gratitude to the HR Team for assisting in the support of long-term, complex cases.

Moved by Chris McKinney (UNISON) and seconded by Councillor Rowan Clarke  
**RESOLVED** that the report be noted.

## **UNION / EMPLOYEE CONSULTATION COMMITTEE**

The Chair thanked Members and officers for their attendance and contributions to the meeting.

The meeting concluded at 10:13 hours.