

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, 7th December 2023 at 10:00 hours.

PRESENT:-

Members:-

Councillors: Rowan Clarke, Mary Dooley, Cathy Jeffery (from minute number UECC05 -23/24), Sally Renshaw and Vicky Waplington.

Chris McKinney (UNISON) and Violet Parker (UNISON).

Officers:- Peter Wilmot (HR Business Partner), and Hannah Douthwaite (Governance & Civic Officer).

UECC01-23/24

ELECTION OF CHAIR 2023/24

Moved by Chris McKinney and seconded by Councillor Sally Renshaw

RESOLVED that Councillor Mary Dooley be elected as Chair of the Union/Employee Consultation Committee for the ensuing year.

Councillor Mary Dooley in the Chair

UECC02-23/24

APPOINTMENT OF VICE-CHAIR 2023/24

Moved by Chris McKinney and seconded by Councillor Rowan Clarke

RESOLVED that Liz Robinson (UNISON) be appointed as Vice-Chair of the Union/Employee Consultation Committee for the ensuing year.

UECC03-23/24

APOLOGIES FOR ABSENCE

An apology for absence had been received on behalf of Liz Robinson (UNISON).

UECC04-23/24

URGENT ITEMS OF BUSINESS

There were no urgent items of business to be considered.

UECC05-23/24

DECLARATIONS OF INTEREST

There were no declarations of interest made.

Councillor Cathy Jeffery entered the meeting.

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UECC06-23/24

MINUTES – 2ND MARCH 2023

Moved by Councillor Mary Dooley and seconded by Chris McKinney

RESOLVED that the Minutes of the Union/Employee Consultation Committee meeting held on 2nd March 2023, be approved as a correct record.

UECC07-23/24

**SICKNESS ABSENCE - QUARTER 1
(APRIL 2023 - JUNE 2023)**

The HR Business Partner presented the Sickness Absence report for Quarter 1 (April 2023 – June 2023) and highlighted that the average number of days lost per employee was 2.26 days. The 2023/24 projected outturn figure for the average number of days lost per employee was 9.04 days. This projected outturn was slightly higher than the annual target for the Local Performance Indicator to the end of March 2024 which was 8.5 days.

The overall average days lost due to sickness in Quarter 1 was 2.26, which had decreased in comparison to Quarter 4 of 2022/23 (2.82 days).

5 Services experienced zero sickness in Q1 and a further 6 Services experienced less than 1 day per FTE employee.

Mental Health awareness sessions were now available 'on demand' for all employees via Eric and had previously been delivered across the Council as part of the Council's quarterly corporate training programme.

Moved by Councillor Sally Renshaw and seconded by Councillor Rowan Clarke

RESOLVED that the report be noted.

UECC08-23/24

**SICKNESS ABSENCE – QUARTER 2
(JULY 2023 – SEPTEMBER 2023)**

The HR Business Partner presented the Sickness Absence report for Quarter 2 (July 2023 – September 2023) and highlighted that the average number of days lost per employee was 2.39 days. The 2023/24 projected outturn figure for the average number of days lost per employee was 9.3 days.

7 Services experienced zero sickness in Quarter 2 and a further 3 Services experienced less than 1 day per FTE employee.

There were 13 cases of absence due to Stress/Depression during Quarter 2, three of which were work related, and 10 were none work related. Covid 19 accounted for 18 days lost due to sickness in Quarter 2 in comparison to 22 days lost in Quarter 1.

Moved by Chris McKinney and seconded by Councillor Vicky Waplington

RESOLVED that the report be noted.

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UECC09-23/24

INTERIM REPORT ON UNISON CONVENOR FULLTIME RELEASE

Chris McKinney (UNISON) provided an interim update on the Unison Convenor position. Information on the role and the work undertaken was detailed within the report.

Since May 2023 approximately 25 job evaluations had taken place across Bolsover District Council and Dragonfly and due to the Convenor Role now being full time it had allowed for these to be completed in a more timely manner.

The last 6 months had enabled the Convenor to fully represent Unison members and contribute positively to effective improvements to the way the Council works. It was hoped this could be built on and that more could be achieved in the coming months.

It was also noted that within the Council there were two new Branch Stewards.

Moved by Councillor Mary Dooley and seconded by Councillor Sally Renshaw **RESOLVED** that the report be noted.

The meeting concluded at 10:23 hours