

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, 19th 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 12th 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.

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

The meeting concluded at 10:13 hours.