

JOINT EMPLOYEE COUNCIL

Minutes of the meeting held on Tuesday, 13th September 2011 at Worksop Town Hall

Present:

Employer's Representatives:

B Hopkinson, I J Campbell, C Entwistle and Mrs S Isard

Employee Representatives:

K Circuit (Chairman)
A Dainty, R Parr and J Rose

Officers in attendance: K Childs, C Crossland and L Hull

ACTION BY:

12. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor G A N Oxby and employee representative A McLoughlin.

13 DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

(a) Members

There were no declarations of interest by Members.

(b) Officers

There were no declarations of interest by officers.

14. MINUTES OF MEETING HELD ON 21st JUNE 2011

RESOLVED that the Minutes of the meeting held on 21st June 2011 be approved.

15. MINUTES FOR ACTION

In regard to Minute 8(a), Learning and Development Progress Report, the Head of Human Resources informed Members that a Mini Investors in People Review was carried out in June 2011, the full assessment audit will be in June 2012.

In relation to minute 8(b), Well-being at Work Progress Report, the Head of Human Resources informed Members that the cost of the FirstCare system is £18,000 - £20,000 and that an email has been sent to all employees on behalf of the Joint Employee Council congratulating staff on achieving a low sickness rate.

RESOLVED that the Minutes for Action be received.

16. OUTSTANDING MINUTES LIST

The Head of Human Resources informed Members that all outstanding items will be covered on the Agenda.

RESOLVED that the Outstanding Minutes List be received.

SECTION A – ITEMS FOR DISCUSSION IN PUBLIC

Key Decisions

None.

Other Decisions

17. REPORT(S) OF THE EMPLOYER'S REPRESENTATIVES

(a) Organisational Policy Development

Members were updated on the key priority work areas of HR policy development and modernisation. The review and modernisation of Human Resources and Organisational Development have been identified by the Chair and Vice-Chair as a key priority to regulate and improve employee relations in the organisation.

The Head of Human Resources informed Members that a Joint HR / Trade Union steering group has been set up to deliver the key priorities. Draft policies and procedures will be submitted to the Joint Employee Council prior to consideration by Cabinet.

Elected Members/ Employee Representatives asked questions regarding training and development implications.

RESOLVED that Joint Employee Council note the contents of the report and endorses the approach to, and resourcing of, HR development as outlined in the report.

(b) Retirement Procedure

Members were presented with the draft Retirement Procedure for consideration.

Following the abolition of the default retirement age with effect from the 1st October 2011, the compulsory retirement age will no longer exist; therefore it is necessary to introduce a Retirement procedure to outline the Council's approach to the retirement of its employees.

RESOLVED that the Retirement Procedure be endorsed and recommended to Cabinet for approval and adoption.

(c) Agency Workers Policy and Procedure

Members were presented with the draft Agency Workers Policy and Procedure for consideration, a copy of the procedure was appended to the report.

With effect from 1st October, 2011 the law relating to agency workers will change, the new law will give agency workers rights from day one of their assignment as well as equal treatment rights after 12 weeks of service in the same job.

Elected Members/ Employee Representatives asked questions regarding: preferred agencies; the option of agency workers having equal treatment from day one of assignment; agency workers joining trade unions; the possibility of compiling a list of agency workers used before to recruit directly and working with the local job centre.

RESOLVED that the Joint Employee Council note the contents of the report, approve the Agency Workers Policy and Procedure and recommend the procedure to Cabinet, subject to further review of agency working and a further report to the Joint Employee Council.

18. LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RESOLVED that, in accordance with Part 1 of Schedule 12A of the Local Government Act 1972, and after considering the public interest test as set out by the officer in the body of the report, Members agree that the following items of business involve the likely disclosure of exempt information as defined in Paragraph 4, and, therefore, in accordance with Section 100A of the Act, the press and public be excluded from the meeting:

Agenda item 7 (a) – Review of Agency Workers – Paragraph 4

SECTION B – ITEMS FOR DISCUSSION IN PRIVATE

Key Decisions

None.

Other Decisions

19. REPORT(S) OF THE EMPLOYERS REPRESENTATIVES

(a) Review of Agency Workers

The Joint Employee Council was updated on the use of agency workers for the period 1st April 2011 to 30th June 2011.

RESOLVED that:

- 1) The report be noted.
- 2) Information regarding whether agency workers are Bassetlaw residents; the number of agency workers in finance; and the seven month seasonal post be clarified and reported back to a future meeting of the Joint Employee Council

20. ANY OTHER BUSINESS WHICH THE CHAIRMAN CONSIDERS TO BE URGENT

Christmas Concessionary Day

The Chairman informed the Committee that a decision on when the Christmas Concessionary Day will fall has not yet been taken.

RESOLVED that the Corporate Management Team be asked to make a decision on when the Christmas concessionary day will fall within the next two weeks and to also decide when the concessionary day will fall in 2012.

As there was no other urgent business to discuss, the Chairman closed the meeting.