

## **JOINT EMPLOYEE COUNCIL**

### **Minutes of the meeting held on Tuesday, 8<sup>th</sup> March 2011 at Worksop Town Hall**

#### **Present:**

##### Employer's Representatives:

Councillor J W Holland (Chairman)  
Councillors B Hopkinson and G A N Oxby

##### Employee Representatives:

K Circuit, M Glascott, R Parr and P Rodgers

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

#### **ACTION BY:**

#### **32. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor C Entwistle.  
Also from Employee Representatives, A Dainty, A McLoughlin and J Rose

#### **33. 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.

#### **34. MINUTES OF MEETING HELD ON 14<sup>TH</sup> DECEMBER 2010**

**RESOLVED** that the Minutes of the meeting held on 14<sup>th</sup> December 2010 be approved.

#### **35. MINUTES FOR ACTION**

The Head of Human Resources informed Members that the draft Appeals Procedure and the Paternity and Adoption Leave Policy have been approved by Cabinet.

**RESOLVED** that the Minutes for Action be received.

#### **36. OUTSTANDING MINUTES LIST**

None.

### **SECTION A – ITEMS FOR DISCUSSION IN PUBLIC**

#### **Key Decisions**

None.

## **Other Decisions**

### **37. REPORT(S) OF THE EMPLOYER'S REPRESENTATIVES**

#### **(a) Default Retirement Age**

The Joint Employee Council were presented with the key points of the abolition of the Default Retirement Age. The default retirement age is to be phased out between 6<sup>th</sup> April and 1<sup>st</sup> October 2011.

Guidelines will be developed on how managers should handle retirements post 1<sup>st</sup> October 2011.

**RESOLVED** that:

1. The report be noted.
2. The Guidelines developed on how managers should handle retirements post 1<sup>st</sup> October 2011 be reported back to the Committee.

**HHR**

#### **(b) Update on the Vetting and Barring Scheme (VBS) and Criminal Records Regime**

The Joint Employee Council was presented with the key points of the review of the Vetting and Barring Scheme and Criminal Records Scheme.

In its 'Programme for Government', the Coalition committed to reviewing the Vetting and Barring Scheme to scale it back to common sense levels.

The outcome of the review announced on the 11<sup>th</sup> February 2011 included; the merging of the Criminal Records Bureau and Independent Safeguarding Authority to form a streamlined new body providing a proportionate barring and criminal records service; a reduction in the number of positions requiring checks; portability of criminal records checks between jobs and an end for the requirement for those working or volunteering with venerable groups to register with VBS and be continuously monitored.

**RESOLVED** that the report be noted.

#### **(c) Apprenticeship Programme Update**

Members were informed of the progress achieved on developing a Bassetlaw District Council Apprenticeship Programme.

The Head of Human Resources informed Members that the scheme will be piloted in two apprenticeship areas; Motor Vehicle and Grounds Maintenance, candidates for both apprenticeships have been selected.

In response to questions from Members the Head of Human Resources informed the Committee that apprentices will be paid the standard rate, this is funded by the Council but paid through the Apprenticeship Training Agency. He also commented that Vision Apprenticeships will manage the programme.

**RESOLVED** that the report be noted.

#### **(d) Human Resources Policy Development**

The Joint Employee Council were updated on the agreed priorities for policy modernisation. Management and employee representatives have agreed the priorities for policy and procedure review.

**RESOLVED** that the report be noted.

(e) Human Resources Service Delivery Plan

The Joint Employee Council were informed of the proposed Service Delivery Plan for Human resources over the period 2011/12. A copy of the Service Delivery Plan was appended to the report.

**RESOLVED** that the report be noted.

At this point M Glascott left the meeting.

**38. 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**

**39. 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 October 2010 to 31<sup>st</sup> December 2010.

**RESOLVED** that:

1. The report be noted.
2. The Committee be updated on the number of agency workers for street cleaning and grounds maintenance and the possibility of making these positions permanent.

**HHR**

**40. ANY OTHER BUSINESS WHICH THE CHAIRMAN CONSIDERS TO BE URGENT**

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