

JOINT EMPLOYEE COUNCIL

Minutes of the Meeting held on Wednesday, 12th July 2017 at Worksop Town Hall

Present:

Employer's Representatives:

Councillors Entwistle, J Evans, M T Gray and J Sanger.

Employee Representatives:

K Circuit (Chair) and A Smith.

Officers in attendance: K Childs and C Crossland.

(Meeting commenced at 3.00pm.)

(The Chair welcomed all to the meeting and read out the Fire Alarm/Evacuation Procedure. He also enquired as to whether any member of the public wished to film/record the meeting or any part thereof; however, there were no members of public present.)

1. NOMINATIONS FOR THE ELECTION OF CHAIRMAN

RESOLVED that K Circuit be elected Chair for the ensuing year.

2. NOMINATIONS FOR THE APPOINTMENT OF VICE-CHAIR

RESOLVED that Councillor J Evans be appointed Vice-Chair for the ensuing year.

3. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor J White and employee representatives R Parr, T Walstow and J Whalley.

4. DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

(a) Members

There were no declarations by Members.

(b) Officers

There were no declarations of interest by officers.

5. MINUTES OF MEETING HELD ON 5TH APRIL 2017

RESOLVED that the Minutes of the meeting held on 5th April 2017 be approved.

6. MINUTES FOR ACTION

In relation to Minute No. 33, Intermediaries Legislation, Members were advised that the revised Agency Workers Policy and Procedure had been approved at the Cabinet meeting on 11th July 2017.

In respect of Minute No. 35(b), Agency Workers, Members were provided with clarification in relation to posts in the Property Service Unit.

RESOLVED that the Minutes for Action be received.

7. OUTSTANDING MINUTES LIST

RESOLVED that the Outstanding Minutes List be received.

SECTION A – ITEMS FOR DISCUSSION IN PUBLIC

Key Decisions

None.

Other Decisions

8. REPORT OF THE EMPLOYER'S REPRESENTATIVES

(a) Dealing with Terminal Illness

Members were presented with a report to consider the support offered to employees facing terminal illness, and to introduce the TUC's Dying to Work campaign for consideration in order to determine an appropriate approach.

The HR Service Manager advised that the Council recognise the difficulties faced by employees with terminal illness and the personal choice for each individual. When cases occur the Council are sympathetic to the wishes of the individual and try to accommodate them if possible. The report outlined the different options available.

Members were asked to consider if the Council's current approach is sufficient or if there is a need to review the procedure to clarify the approach to terminal illness.

An elected Member commented that there are a range of terminal illnesses and durations. She asked if there would be assessments and reviews at different points in time to assess the individual's ability to undertake to the job.

The HR Service Manager advised that there needs to be a clear criteria to fit the scope, this would be factored into the review. Assessments with Occupational Health would need to be carried out and advice taken regarding further assessment.

An elected Member commented that the Council is a caring organisation and this should be stated in the policy.

RESOLVED that the reported be noted and the proposal to review the Managing Attendance Policy and Procedure to incorporate a specific reference to dealing with terminal illness be endorsed.

SECTION B – ITEMS FOR DISCUSSION IN PRIVATE

Key Decisions

None.

Other Decisions

9. 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 agreed that the following items of business involved 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 No.9(a) – Pay and Grading Review – Paragraph 4

Agenda Item No.9(b) – Review of Agency Workers – Paragraph 4

SECTION B – ITEMS FOR DISCUSSION IN PRIVATE

Key Decisions

None.

Other Decisions

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

(a) Pay and Grading Review

Members were given an update outlining progress on the Pay and Grading Review. The HR Service Manager advised that the formal appeal stage had been undertaken and the outcomes communicated to employees. Members were advised of the next stages of the review. A copy of a joint communication sent to all employees was circulated to Members.

RESOLVED that the report be noted.

(b) Agency Workers

Members were updated on the use of agency workers and consultants for the period 1st January 2017 to 31st March 2017. The data was appended to the report with a years' worth of data for comparison.

The data and particular incidences were discussed by Employee Representatives and elected Members.

RESOLVED that:

1. The report on the use of agency workers and consultants be noted.
2. In order to seek to reduce the incidence of agency workers, managers be required to complete the quarterly monitoring form and data be reported to the Joint Employee Council.

11. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS TO BE URGENT

As there was no other urgent business to discuss, the Chair thanked everyone for their attendance and closed the meeting.

(Meeting closed at 3.38pm.)