

JOINT EMPLOYEE COUNCIL

Minutes of the Meeting held on Wednesday, 7th October, 2020 virtually through MS Teams

Present: Keith Circuit (Chair)

Councillors: C Entwistle J Evans
D G Pidwell J M Sanger MBE
J White

Employee Representatives in attendance: M Bassett, J Common, P Lee and T Walstow

Officers in attendance: K Childs, E Hinsley and J Lavender

(The meeting opened at 3.15 pm.)

The Chair welcomed all to the virtual Joint Employee Council and explained that councils have been enabled to hold virtual meetings in order to allow business to be conducted while maintaining social distancing due to the outbreak of Covid-19. He then introduced Members and Officers by doing a roll call. The Chair outlined that in the event of the livestream failing or Members losing connection the meeting would be adjourned to allow the connection to be re-established. He also reminded participants to take appropriate safety precautions from their place of livestreaming.

38 APOLOGIES FOR ABSENCE

Apologies for absence were received from Employee Representatives Russell Parr and Jim Whalley.

39 DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

39a Members

There were no declarations of interest by Members.

39b Officers

There were no declarations of interest by officers.

40 MINUTES OF THE MEETING HELD ON 8TH JULY 2020

RESOLVED that the minutes of the meeting held on 8th July 2020 be approved.

41 MINUTES FOR ACTION

RESOLVED that the Minutes for Action be noted.

42 OUTSTANDING MINUTES LIST

RESOLVED that the Outstanding Minutes List be received.

43 REPORT OF THE HEAD OF PEOPLE AND CULTURE

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43a JOB EVALUATION - NEW AND CHANGED JOBS

The report was introduced by the Head of People and Culture which proposed the adoption of a procedure for evaluating new and changed jobs below the level of Chief Officer.

The Job Evaluation Maintenance Policy and Procedure would ensure that the Council continues to have in place a fair and equitable pay structure, which meets the requirements of equal pay legislation. The policy sets out the proposed maintenance arrangements and was appended to the report.

The policy was developed with regular consultation through the Policy Working Group and with trade union colleagues.

RESOLVED that the draft Job Evaluation Maintenance Policy and Procedure be approved for recommendation to Cabinet.

44 REPORT OF THE HEAD OF PEOPLE AND CULTURE

44a REVIEW OF AGENCY WORKERS

Members were presented with the report into the review of the use of agency workers and consultants, which was a standing item, covering the period from 1st April to 30th June 2020.

RESOLVED that:

1. The contents of the report be noted;
2. To seek to reduce the incidence of agency working by requiring managers to complete the quarterly monitoring form, which will be reported to the Joint Employee Council.

45 ANY OTHER BUSINESS WHICH THE CHAIRMAN CONSIDERS TO BE URGENT

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

(The meeting closed at 3.40 pm.)