

JOINT EMPLOYEE COUNCIL

Minutes of the Meeting held on Wednesday 13th January 2021 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, P Lee, R Parr, T Walstow and J Whalley.

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

(The meeting opened at 3.10 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.

46 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor M W Quigley MBE and Employee Representative Jean Common.

47 DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

47a Members

There were no declarations of interest by Members.

47b Officers

There were no declarations of interest by officers.

48 MINUTES OF THE MEETING HELD ON 7TH OCTOBER 2020

RESOLVED that the minutes of the meeting held on 7th October 2020 be approved.

49 MINUTES FOR ACTION

RESOLVED that the Minutes for Action be noted.

50 OUTSTANDING MINUTES LIST

RESOLVED that the Outstanding Minutes List be received.

ITEMS FOR DISCUSSION IN PUBLIC

51 REPORT(S) OF THE HEAD OF PEOPLE AND CULTURE

51a PEOPLE STRATEGY AND ACTION PLAN

The Head of People and Culture presented a report on the draft People Strategy for Bassetlaw District Council (BDC) and the associated Action Plan, and invited Members and Employee Representatives to comment as part of the consultation process.

During the previous ten months, Council staff have responded to an unprecedented situation arising from the COVID-19 Pandemic, which has significantly changed the way in which services are delivered, as well as additional demands being placed upon the Council. Many staff are working remotely and staff have given largely positive feedback on the new working arrangements through two staff surveys and other communication mechanisms. This has given the Council the opportunity to consider future working arrangements.

The People Strategy recognises that moving towards different ways of working represents a significant change agenda for staff, during which time there needs to be an increased focus on employee wellbeing alongside employee development and improving the customer experience.

Eight aspirations are identified to work towards in order to ensure staff are healthy, motivated and can thrive to deliver at their best. These are set out in the draft Strategy.

The People Strategy and Action Plan will be presented to the Cabinet Meeting in February 2021.

Members and Employee Representatives raised questions and comments, which were addressed by the Head of People and Culture:

- The hope is that staff will see this as positive move and will contribute ideas and actions towards future years of the Action Plan;
- Reference to the Diversity and Equalities Policy Statement will be included in the list of measures already in place as requested by the Committee;
- The review of the Flexi-scheme Policy will need to take into account the new ways of working;
- A proposal is to be put to Cabinet in February for an additional day's leave next leave year, as a recognition of the way that all of the Council's staff have responded to keep services going during the past year.

The Chair thanked the Officers and the Trade Unions who contributed towards the People Strategy and Action Plan.

RESOLVED that the draft People Strategy and Action Plan be received and noted.

ITEMS FOR DISCUSSION IN PRIVATE

52 REPORT(S) OF THE HEAD OF PEOPLE AND CULTURE

52a EMPLOYEE SURVEY RESULTS - 2020

Members were presented with the report into the results of the Employee Survey 2020, which had particular focus on how the COVID-19 has affected staff working patterns and wellbeing. Members were invited to comment on the findings.

RESOLVED that contents of the report be noted.

52b 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 July to 30th September 2020.

RESOLVED that:

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

53 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 4.20 pm.)