

EMPLOYMENT AND GENERAL COMMITTEE

Monday, 12th November, 2018

Present:-

Councillor Burrows (Chair)

Councillors Simmons
Blank

Councillors Davenport

*Matters dealt with under the Delegation Scheme

68 **DECLARATIONS OF MEMBERS' AND OFFICERS' INTERESTS
RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

69 **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors J Innes and Wall.

70 **MINUTES**

RESOLVED –

That the Minutes of the Meeting of the Committee held on 10 September, 2018 be approved as a correct record and signed by the Chair.

71 **RESTRUCTURING, REDEPLOYMENT AND REDUNDANCY POLICY**

The HR Manager submitted a report recommending for approval the updated Restructuring, Redeployment and Redundancy Policy.

The need for an updated policy had been identified to ensure that the policy reflected the Cabinet Member for Business Transformation's existing delegation to make minor changes to the staffing establishment. The updated policy also needed to be aligned with the Managing Attendance policy.

The policy aimed to do everything reasonably possible to make changes to an employee's role in a timely manner.

The draft policy had been presented and approved by the Employer – Trade Union Committee on 22 October, 2018.

***RESOLVED –**

That the Restructuring, Redeployment and Redundancy Policy be approved.

72 WORKING TIME POLICY

The HR Manager submitted a report recommending for approval the Working Time Policy.

The need for a policy had been identified to ensure a consistent approach to working time.

The policy aimed to provide a clear framework for employees and managers to follow to ensure consistency across the council.

The draft policy had been presented and approved by the Employer – Trade Union Committee on 22 October, 2018.

***RESOLVED –**

That the Working Time Policy be approved.

73 LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF PUBLIC

RESOLVED –

That under Section 100(A)(4) of the Local Government Act 1972 the public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Act.

74 MINUTES OF EMPLOYER / TRADE UNION COMMITTEE

The Minutes of the Employer/Trade Union Committee held on 25 June and 29 August, 2018 were considered.

RESOLVED –

That the Minutes be received and noted.

75 MINUTES OF COUNCIL HEALTH AND SAFETY COMMITTEE

The Minutes of the meeting of the Council Health and Safety Committee held on 27 June and 26 August, 2018 were submitted.

RESOLVED –

That the Minutes and the Corporate Accidents and Work-Related Ill Health Incidents Report be received and noted.