

EMPLOYER / TRADE UNION COMMITTEE

Monday, 25th March, 2019

Present:-

Councillor Serjeant (Chair)

Kate Harley Human Resources Lesley Waller Unison
Gurpreet Khakh GMB

*Matters dealt with under the Delegation Scheme

58 APOLOGIES

Apologies for absence were received from Huw Bowen, Councillor P Gilby and Maria Slack.

59 MINUTES FROM THE PREVIOUS MEETING

The minutes were accepted as a true record.

60 MATTERS ARISING FROM THE MINUTES

Agenda Item 51 – The Chair provided a brief update on the budget situation. She advised that there would now be a small surplus at the end of the financial year in the General Fund budget. This would be used for ICT investments. The Chair explained that the projected deficit of £800k by 2020 meant that efficiencies needed to be made and digital innovation would be key in helping the Council achieve this. It was noted that the external auditors had said that Chesterfield Borough Council was a financially well run council.

The Trade Unions asked if the Council had already started to look at areas where savings could be made or considered any cuts to services. The Deputy Leader reassured the committee that the Council was committed to public sector workers doing public sector jobs and that one of the principal reasons for the ICT investment was to drive efficiencies, hopefully negating the need for reductions to services.

61 POLICY REVIEW SCHEDULE

The Human Resources Manager presented a proposed schedule for reviewing policies during 2019. She encouraged the trade unions to consider the following points;

- Whether they were satisfied with it.
- Was anything missing from the schedule.
- Whether they had capacity to support it. This was particularly important to ensure that issues were dealt with efficiently.

The Unison representative confirmed that they were happy in principle. It would be considered by the branch and then they would report back to the HR Manager.

The GMB representative agreed to send their comments to the HR Manager.

62 DISCRETIONS POLICY

The HR Manager advised the committee that the Discretions Policy was a requirement of the Local Government Pension Scheme and any amendments to the Policy had to be published. There had been a change to the way that assumed pensionable pay was calculated and this was detailed in the new policy.

Comments were to be requested from Unite before the policy could be implemented 1st April, 2019.

63 IMPLEMENTATION OF PART TWO OF THE NJC NATIONAL PAY AGREEMENT

The HR Manager presented a report on the implementation of part two of the NJC National Pay Agreement. It was noted that GMB had conducted a ballot of their members that would conclude the following day and a response from the Unison regional office was due imminently. The HR Manager thanked the unions for their support with this matter. The pay agreement would be implemented with effect from 1 April, 2019 subject to being approved at Employment and General Committee and no further concerns being raised.

64 ANY OTHER BUSINESS

The Deputy Leader advised the committee that the interviews for the Executive Director roles had taken place and two candidates had been

offered positions. There had been a large pool of strong applicants and it was hoped that the successful candidates would be available to take up their posts in early July. It was noted that there was an intention to source interim cover for these roles.

The interviews for the role of Assistant Director for Housing were due to take place the following week and the interim cover was already in place.

The HR Manager informed the committee that as part of the Payroll department audit an analysis of overtime had been conducted. This had uncovered inconsistencies and errors in some areas when paying staff for overtime. There had been both underpayments and overpayments. The HR Manager highlighted the need to ensure that overtime payments are made correctly from 1 April, 2019 to prevent any further errors. It was proposed that payroll would look at the last year only and pay those that had been underpaid. No money would be reclaimed from the staff that had been overpaid.

Unison stated that they were aware of other outstanding overpayments and asked whether the approach for these would be similar e.g. written off. The HR Manager stated that this would need to be discussed outside the meeting and a revised proposal issued to unions for comment.

The Trade Union representative for GMB asked if there was a corporate statement on how members of the public should treat Chesterfield Borough Council staff that could be displayed in Council buildings. The HR Manager advised that it would be the decision of the Assistant Director for Health and Wellbeing and the Assistant Director for Customers, Commissioning and Change whether to display such a statement. It was agreed that the statement would need to reflect the CBC policy on this matter and reflect the corporate style.

The Trade Union representative for GMB also commented that the recent Conflict Management training offered by Human Resources was very good and it was confirmed that this would be available again in the future.

65 DATE OF THE NEXT MEETING

The next meeting of the Employer Trade Union Committee will take place on Monday 29 April, 2019 at 2pm in Committee Room 3.

