

EMPLOYER / TRADE UNION COMMITTEE**Monday, 10th February, 2020**

Present:-

Councillor P Gilby (Chair)

Andrew Fowler Councillor	UNISON	Councillors	Serjeant
Maria Slack	UNISON	Ade McCormick	Executive Director
Lesley Waller	UNISON	Liam Rich	UNITE
Dean Clarke	GMB	Paula Stephens	UNITE
Sandy Gillham- Hardy	Human Resources	Helen Fox	Chief Finance Officer

*Matters dealt with under the Delegation Scheme

12 APOLOGIES

Apologies for absence were received from Huw Bowen and Tony Devereux.

13 MINUTES

The minutes were accepted as a true record. It was noted that Paula Stephen's surname had been spelt incorrectly.

14 MATTERS ARISING FROM THE MINUTES

The Executive Director gave a further update of the Senior Leadership Team restructure. It was explained that the new job descriptions had been finalised and had been shared with the Local Government Association for benchmarking. The Executive Directors had met with the Human Resources Manager to discuss the timeline of implementation.

The first task that had been identified was to consult with the trade unions and a date for this was due to be identified within the week.

15 BUDGET UPDATE

The Chief Accountant provided an update on the budget to the committee. It was noted that work was ongoing to finalise the budget for 2020/21 and that it would be presented to Cabinet 25th February 2020. It was forecast that there would be a small surplus in the General Fund this year and that the Council would reach a break-even point next year, but have a deficit of £700k to £800k in 2022. In response to this, and

the increasing pressures such as energy costs and changes to the funding from Central Government the Finance team had taken part in an away day with the Senior Leadership Team. An action plan had been developed in order to make savings and these would need to be implemented across the Council.

The Housing Revenue Account had respectable balances and a decision had been taken that rents would increase by the permitted one percent from April 2020. A extensive Capital Programme was planned, the majority being funded by the balances, rather than the more expensive option of borrowing.

It was noted that the budget is a public document and would be available to view once the cabinet agenda pack had been published.

16 POLICIES

The Human Resources Business Partner confirmed that due to new legislation there would be changes to current Human Resources practices from April 2020.

Firstly, changes to the rules on a written statement of terms and conditions of employment take effect, which means that the right to a written statement and to receive most of the information about terms in a single document will become a day one right for employees and workers.

Secondly, there will be a statutory right to a minimum of 2 weeks' leave for all employed parents if they lose a child under the age of 18. It was clarified that the statutory payments referred to in this instance are at the same rate of pay as statutory maternity/paternity pay. It was agreed that HR would take this away from the meeting to check the feasibility of paying full pay in these circumstances.

The Leader of the Council asked that the companies that the Council contracts services to, be reminded of this new legislation to ensure that they also abide by it.

17 VOLUNTARY REDUNDANCY RELAUNCH

A trade union representative asked for the time scale involved with the Voluntary Redundancy Relaunch. The Executive Director clarified that there were no confirmed dates. The senior leadership team had discussed it last week and had questions for HR. The committee was assured that as soon as dates were agreed the trade unions would be consulted.

18 DECLARATION OF CONFIDENTIALITY

A trade union representative referred to the Declaration of Confidentiality staff members at the Pavement Shopping Centre are required to sign annually. The unions

confirmed that they had not been consulted on the document and questioned why it was in use in one team when there are multiple teams across the council that use CCTV.

The Executive Director explained that the declaration of confidentiality was part of the CCTV code of practice which was in draft format waiting for legal advice. The code of practice may cover other areas of the Council and this needed to be looked at for consistency purposes. Further information to be provided and discussed at the next meeting.

It was agreed that lessons would be learnt from this example and once answers were available to all the points raised these would be circulated to the whole committee ahead of the next meeting.

19 DATE AND TIME OF THE NEXT MEETING

The next meeting will take place on Monday 9th March 2020 at 9.30am in Committee Room 2 of the Town Hall.