

EMPLOYER / TRADE UNION COMMITTEE

Monday, 13th July, 2020

Present: -

Councillor P Gilby (Chair)

Councillor J Innes	Councillor	Serjeant
Huw Bowen Chief Executive	Ade McCormick	Executive Director
Kate Harley Human Resources	Helen Fox	Chief Accountant
Andrew Fowler Unison	Maria Slack	Unison
Lesley Waller Unison	Tony Devereux	Unison
Paula Stephens UNITE		

44 **APOLOGIES**

No apologies for absence were received.

45 **MINUTES**

The minutes were accepted as a true record.

46 **MATTERS ARISING FROM THE MINUTES**

The Chief Executive updated the committee on the proposed CMT restructure in minute number 36. The committee was advised that following the last meeting the decision was made to delay the review until the autumn. The plan was to implement the changes before Christmas, once agreed by members.

47 **BUDGET UPDATE**

The Chief Accountant presented an update on the budget to the committee. It was heard that additional spending as a result of COVID-19, including re-opening costs now totalled £1 million. Lost income continued to be a significant issue in areas such as leisure, car parking and commercial waste services.

The budget had been reviewed and the general fund deficit was found to be £5.8 million. Savings had been made totalling £960,000 and grants

received so far amounted to £1.6 million, reducing the deficit to £3.2 million.

The government had announced a third tranche of funding but it was not yet known how this would be allocated. A pledge had also been made by the government to reimburse 75% of lost income but the calculations used to determine the amounts received were unclear.

48 COVID-19 RECOVERY UPDATE

The Executive Director presented an update on the Council's COVID-19 responses. It was noted that meetings were being held with union colleagues every two weeks and a good level of engagement had been maintained throughout.

The working group continued to meet regularly. All completed risk assessments were now available to view via Aspire and would continue to be updated and developed in response to the changing circumstances surrounding the pandemic. Positive feedback had been received from the health and safety committee on the work that had been carried out.

The Customer Services Centre had re-opened to the public and the Town Hall and depot were ready to welcome people back. Compliance checklists had been compiled for managers to complete prior to any staff or members of the public returning. The premises guides were to be made available to all staff on the P drive with the building plans now featuring maximum capacities for each room.

The committee was reminded that individual risk assessments for vulnerable staff members must be completed prior to any return to work and the Executive Director agreed to re-iterate that message to all services.

The Chair thanked the Trade Unions for their ongoing support to the organisation thus ensuring the safe return of staff to work, which in turn would provide the confidence to customers and the general public that council services and the town centre were safe.

49 FLEXIBLE FURLOUGH SCHEME

The Human Resources Manager informed the committee of the plans to bring some members of staff back to work on a part time basis from July

as part of the flexible furlough scheme. Proposals were being discussed with the leisure and venues teams in preparation for the re-opening of the leisure centres and theatre.

The committee was advised that the furlough funding from the government would be reduced incrementally until the cut off point in October.

50 UPDATE ON TUPE TRANSFERS

The Human Resources Manager provided an update on the TUPE transfer process and highlighted the following points;

- Work with Kier, Arvato and union representatives was ongoing
- The Human Resources team were working through the data and holding sessions with staff and providing online training to support them through the process
- Everything was on track to integrate Kier staff from 1st August
- The Arvato transfer would not be complete until mid-January
- Initial meetings were due to take place that week with payroll to ensure a smooth transition

It was noted that the Kier staff returning to Chesterfield Borough Council was one of the key reasons that it was necessary to move forward with the CMT restructure. Each member of staff would receive a welcome letter from the Leader and Chief Executive.

51 DATE AND TIME OF THE NEXT MEETING

The next meeting of the committee would take place on Monday 10th August at 9.30am.