

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

Present:-

Councillor P Gilby (Chair)

Councillor	J Innes	Councillor	Serjeant
Ade McCormick	Executive Director	Helen Fox	Chief Accountant
Sandy Gilham-	HR Business	Rachel O'Neil	Assist. Director
Hardy	Partner	Lesley Waller	Unison
Andy Fowler	Unison	Liam Rich	UNITE
Tony Devereux	Unison		

52 APOLOGIES

Apologies for absence were received from Huw Bowen, Kate Harley, Dean Clarke, Maria Slack and Paula Stephens.

53 MINUTES

The minutes were accepted as a true record.

54 MATTERS ARISING FROM THE MINUTES

There were no matters arising from the minutes.

55 KIER/ARVATO UPDATE

The Assistant Director for Customers, Commissioning and Change presented an overview to the committee of the transfer of staff from Kier and Arvato back to the Council. The Kier staff had now completed their transition successfully. There had been significant challenges, but conversations were being held with individuals with those affected. It was highlighted that the lessons learnt from the process would be compiled prior to the Arvato staff return. The Assistant Director for Customers, Commissioning and Change thanked the unions for all their help throughout.

The committee heard that the first financial data had been received from Arvato. A Communications plan was being developed and it was thought that a three month consultation plan on parking passes would be required.

The Chair congratulated the Assistant Director for Customers, Commissioning and Change on the smooth transition of Kier staff and thanked the Human Resources Team for their work. The Unions advised the committee that despite the tight timescale everyone had worked well together. The Cabinet Member for Business Transformation and Customers thanked the Unions for their input.

56 **BUDGET UPDATE**

The Chief Accountant reminded the committee that at the last meeting they were advised of a £3.25 million deficit forecast. The third tranche of funding from the government had since been announced bringing the total received by Chesterfield Borough Council to £1.3 million so far.

The details of support being provided for lost income had not yet been published but once this was received the council would be in a better position to determine what the size of the deficit would be. The committee was advised that the government had announced funding for theatres, available to local governments and the Venues Manager was already working through the requirements.

In response to a question from the trade unions, a discussion took place on the impact of the budget deficits caused by Covid on staffing.

57 **HR UPDATE**

The HR Business Partner gave an overview of the current furlough situation within the Council as follows;

- There were 30 members of staff still on furlough from the Venues, with the majority of those on flexible furlough.
- The Housing and Venues staff were all to move off the average pay scheme.
- Most Leisure staff returned to work from 20th July and the rest had returned that day due to the re-opening of the swimming pools.
- The staff at the Visitors Information centre had returned and were preparing to re-open.

- At the end of July there had been 17 staff still on furlough but most of these had now returned with the ones still on furlough being predominantly barista staff.
- All red book staff were still on average pay due to availability of materials and access to homes. It was agreed that this would be reviewed at regular intervals.

58 **COVID-19 UPDATE**

The Executive Director presented an update on the Council's response to COVID-19. A management conference had been held, advising all managers on the Council's current position. New corporate guidance had been issued and the committee heard that the review date on the document would change as it was updated in response to new information being received almost daily. News bulletins would be issued every two weeks.

A summary was given of staff returning to the workplace including the approval process for people and premises, the policy on face coverings and the council's pragmatic approach to quarantine. The whole process was underpinned by health and safety principles.

The managers had been reminded that health and safety was not limited to COVID-19 and their responsibilities were emphasised at the conference. Signposting to staff wellbeing support was becoming increasingly important and would continue to be a theme. Guest speakers were planned to coach managers on developing resilience.

Members of the committee were encouraged to direct any questions they had after digesting this information to the Executive Director by email.

59 **ANY OTHER BUSINESS**

A trade union representative complimented the leisure service on their consultation with staff and unions and in particular thanked Chris Wright and Rebecca Truman for all their work.

60 **DATE AND TIME OF THE NEXT MEETING**

The next meeting of the committee would take place on Monday 21st September at 9.30am.

