

EMPLOYER / TRADE UNION COMMITTEE

Monday, 19th October, 2020

Present:-

Councillor P Gilby (Chair)

Councillor	J Innes	Councillor	Serjeant
Ade McCormick	Exec. Director	Helen Fox	Chief Finance
Kate Harley	HR		Officer
Lesley Waller	Unison	Maria Slack	Unison
Paula Stephens	UNITE	Tony Devereux	Unison

*Matters dealt with under the Delegation Scheme

71 **APOLOGIES**

Apologies for absence were received from Andrew Fowler, Huw Bowen, Dean Clarke and Liam Rich.

72 **MINUTES**

The minutes were accepted as a true record.

73 **MATTERS ARISING FROM THE MINUTES**

The Leader of the Council confirmed that at a meeting of the Full Council a vote was taken in support of Vision Derbyshire and any developments would be followed closely and reported back as appropriate.

74 **BUDGET UPDATE**

The Chief Finance Officer presented an update to the committee on the budget position of the council. It was advised that the Council had received an allocation of funding from the government's Cultural Recovery Fund in support of the Pomegranate Theatre, Winding Wheel and Chesterfield Museum.

It was noted that a further funding related to the number of staff that had been furloughed was available and this could result in a potential

allocation of up to £140,000. An additional tranche of funding was announced by the government to coincide with the introduction of the tier system, although the details were not yet available.

A report was due to be taken to a meeting of the Cabinet in November with an update on the Council's budget position and this was under review.

RESOLVED –

That the update be noted.

75 COVID-19 UPDATE

The Executive Director presented to the committee an update on the Council's current response to the COVID-19 pandemic.

The Corporate Management Team had been involved in scenario planning and since the introduction of the government's tier system additional meetings had taken place.

A new plan showing the key considerations of the Resources Group following the new legislation and revised risk levels was shared with the committee. Preparations had been made for a potential national lockdown and/or a move to tier three using lessons learned to date.

RESOLVED –

That the committee note the update.

76 MANDATORY FACILITY TIME RECORDING

The Human Resources Manager reminded the committee that the Council must regularly submit to the government a record of the amount of time that union representatives spend carry out their duties. Individuals should submit this information to the Human Resources team on a monthly basis, even if it is a nil return.

RESOLVED –

1. That the reminder be noted.

2. That each union communicate to all representatives the process for recording facility time.

77 **LAUNCH OF THE MENTAL HEALTH FIRST AID PROGRAMME**

The Human Resources Manager informed the committee that the first cohort of mental health first aiders had now completed their training. Work with the communications team was ongoing to create public relations material and this would tie in with a piece in the managers' bulletin. Reinforcement of the availability of the Employee Assistance programme would take place along with advice to managers to conduct additional stress risk assessments and refresh the DSE assessments.

The Chair praised the mental health first aid initiative and thanked the Human Resources Manager for leading on the project.

RESOLVED –

That the report be noted.

78 **CASEWORK ESCALATION**

The Human Resources Manager reported to the committee that there had been an increase in case work including grievances and disputes. Stress issues were more common than usual and it was acknowledged that there were many challenges faced by staff.

A request was made for additional support from union colleagues to try and deal with these issues at a local level before they became formal grievances. It was agreed that the desired outcome would be to do the best that could be done for employees as quickly as possible to avoid protracted cases.

RESOLVED –

That the committee acknowledge the request for support and the trade unions work closely with the Human Resources team in order to resolve issues efficiently and expediently.

79 **ASSISTANT DIRECTOR UPDATE**

The Executive Director presented to the committee an update on the Corporate Management Team (CMT) restructure. A report was scheduled for the Joint Cabinet and Employment and General Committee and there was a focus on ensuring that the communication to members of staff was comprehensive.

It was agreed that the communications would reflect the fact that the unions were not in agreement with the pay award decision and the next statement would be a joint one approved by both officers and union colleagues.

RESOLVED –

That the update be noted.

80 ESCALATED ISSUES FROM THE DJCC

There were no escalated issues.

81 ANY OTHER BUSINESS

The Human Resources Manager advised the committee that the Craft Worker pay award had been agreed and would be implemented in the November pay. The details would be circulated to union colleagues following the meeting.

The Chair noted thanks to all staff, union representatives and members for working together to keep everyone safe during this time.

82 DATE AND TIME OF THE NEXT MEETING

The next meeting would take place on Monday 16th November at 9.30am via Microsoft Teams.