

EMPLOYER / TRADE UNION COMMITTEE

Monday, 8th February, 2021

Present:-

Councillor P Gilby (Chair)

Councillor	J Innes	Councillor	Serjeant
Huw Bowen	Chief Executive	Kate Harley	HR
Ade McCormick	Exec. Director	Andrew Fowler	Unison
Helen Fox	Chief. Finance Officer	Liam Rich	UNITE
Maria Slack	Unison		
Tony Devereux	Unison		

*Matters dealt with under the Delegation Scheme

32 **APOLOGIES**

Apologies for absence were received from Paula Stephens, Lesley Waller and Rob Wilkes.

33 **THE MINUTES**

The minutes of the meeting on 11th January, 2021 were agreed as a correct record.

34 **MATTERS ARISING FROM THE MINUTES**

The Human Resources Manager confirmed that craft workers had been advised that their basic pay would be uplifted by 2.75% and this would take effect from their March pay.

35 **BUDGET UPDATE**

The Chief Finance Officer presented an update to the committee on the budget position of the council. The forecast figure for the end of the current year was a deficit of £8,000. The forecast for 2021/22 was a deficit of £188,000 which was dependent on the delivery of £500,000 savings. The HRA budget would be presented to Cabinet and Council at the end of the month. It was noted that the HRA reserves were healthy and these would help to fund the HRA capital programme.

RESOLVED –

That the update be noted.

36 COVID-19 UPDATE

The Executive Director advised the committee that the Resources Working Group had recently discussed housing repairs being carried out during lockdown. They were satisfied that safe working practices were in place and that emergency repairs should continue along with adaptations and work on voids. Internal capital works had been paused temporarily.

Discussion took place around the availability of rapid testing kits for frontline workers and the committee heard that DCC had received stock and were in the process of assessing the needs of the lower tier authorities and allocating the kits appropriately.

A question was asked regarding vaccinations for employees and the Human Resources Manager clarified that they maintained a regular dialogue with DCC on this subject. The response from the County Council was clear that vaccinations would only be allocated at this time to those people in high risk categories, in accordance with national guidelines. The committee was assured that the HR team continue to explore options and that they were aware of anecdotal evidence of other local authorities' staff having access to vaccines.

RESOLVED –

The update was noted.

37 ORGANISATIONAL DEVELOPMENT UPDATE

The Executive Director presented an update on the Organisational Development Programme. A meeting had taken place with union colleagues the previous week and a workshop had been scheduled for 24th February to allow the union representatives to discuss the proposals and input their thoughts. Over the next six weeks it was anticipated that there would be a focus on engagement; with staff and union members to encourage feedback before the final report is presented to cabinet in April.

RESOLVED –

That the update be noted.

38 WORKFORCE UPDATE

The Human Resources Manager advised the committee that there were 21 members of staff isolating at that time due to COVID-19, 16 of them based at OSD. In total, since October there had been approximately 50 positive cases. The committee was reminded that a union representative should be involved in any investigation of COVID cases and the HR Manager confirmed that a reminder would be sent to all managers.

The committee was informed that a rapid testing facility would be opening at the Queen's Park Sports Centre later that week. An initial proposal had already been sent to union colleagues indicating that front line officers should be tested twice weekly during work hours in order to maximise the benefits to staff and residents.

The Human Resources Manager thanked all staff that had been involved with staffing the testing centre and this was echoed by the Chair noting the flexibility of staff that had redeployed to the site.

It was confirmed that 130 members of staff had been returned to the furlough scheme.

RESOLVED –

The update was noted

39 DJCCS NEW SPLIT

A question was raised regarding the DJCCs and when they would be brought into line with the new directorates. The Human Resources Manager advised that the dates were in the process of being arranged and would be circulated very soon.

40 ANY OTHER BUSINESS

No other items of business were discussed.

41 DATE AND TIME OF THE NEXT MEETING

The next meeting of the committee would take place on Monday 8 March, 2021 at 9.30pm