

EMPLOYER / TRADE UNION COMMITTEE**Monday, 14th June, 2021**

Present:-

Councillor T Gilby (Chair)

Councillor	J Innes	Councillor	Serjeant
Kate Harley	HR	Maria Slack	Unison
Ade McCormick	Executive Director	Tony Devereux	Unison
Helen Fox	Chief Finance Officer	Lesley Waller	Unison
Neil Johnson	Service Director		

*Matters dealt with under the Delegation Scheme

11 APOLOGIES

Apologies for absence were received from Huw Bowen, Andrew Fowler and Paula Stephens.

12 MINUTES

The minutes of the meeting on 17th May 2021 were agreed as a correct record.

13 MATTERS ARISING FROM THE MINUTES

No actions noted.

14 UPDATE ON SERVICE DIRECTOR FINANCE

The Leader of the Council gave an update on the Service Director Finance recruitment and confirmed the successful candidate was Theresa Channell who starts her new role on 7th September 2021.

15 BUDGET UPDATE

The Chief Finance Officer gave an update on the 2021 final position of £357k surplus which was due to be reported to cabinet later this week. Higher than budgeted costs had been seen within waste recycling contracts and the reduction in rental income from Vicar Lane was offset by additional Government Covid funding.

The Housing Revenue Account showed a surplus higher than expected due to less activity being allowed to take place due to Covid restrictions.

It was noted that the 75% Government Compensation Scheme for loss of revenue from Venues and Sports Centres would continue to the end June.

Next report to cabinet of Q1 position due end of July.

16 ORGANISATIONAL DEVELOPMENT

The Executive Director presented an update regarding the progress of the Council approved Organisational Development (OD) proposals, which included confirmation of interviews this week for the Head of OD role.

The Manager seminar on 2nd June saw 80+ attendees and the Tier 4 review was underway with TU's and staff. Full details were also shared regarding Decision Making Accountability (DMA), a methodology developed through the Local Government Association to provide a framework to ensure a consistent approach to looking at the roles, spans of controls, accountability and decision making across organisations. A pilot project was started in the Housing directorate and the learning from that pilot will be shared across the Council.

The update included a summary of the Programme and Performance Management framework which is in place to support the effective delivery of Council priorities.

The next steps were noted as OD planning underway, key appointments to be made in June, OD plan and proposals to be finalised to go to Committee later this year and further updates to be provided to staff and Trade Unions through internal comms and briefings,

RESOLVED –

That the update be noted.

17 RESOURCES GROUP UPDATE

The Human Resources manager presented an update to the committee on the work of the Resources Task and Finish Group in planning for stage 4 of Covid restrictions being relaxed. Its work to keep staff and members of the public safe was ongoing, with focus continued on processes required such as cleaning regimes, wearing of face masks, staff continuing to work from home and Covid signage remaining in place.

It was noted that headline figures for the recent future working arrangements survey showed 367 completed surveys. 66% of staff preferred the mixture of office and home working, 16% office working and 18% full time working from home.

Internally it was highlighted that 4 members of staff were currently self isolating and 66 positive case had been reported since October 2020. Work continues to encourage self-testing by staff coming into the office.

The broader Covid view showed vaccinations going well prior to the switch of from the Winding Wheel to hospitals. It was noted that last week there was only 1 case of Covid in Chesterfield Royal.

RESOLVED –

That the update be noted.

18 ECONOMY GROUP

The Service Director for Economic Growth presented an update to the committee from the Economic Recovery Group. It was noted that the “Love Chesterfield” campaign to encourage people back to the town centre whilst ensuring they were kept safe was going well. Destination Chesterfield showed the visitor economy trending upwards and the visitor economy strategy was the next area of focus.

Focus been continued on the Events Programme but had highlighted a lack of resources in the Task and Finish Group.

Next steps included working along the Chamber of Commerce to support businesses with the Digital High Street.

The levelling up fund bid for George Stephenson Hall was to be submitted this week with the expected outcome due in the autumn.

RESOLVED –

That the update be noted.

19 FEEDBACK FROM DJCC

No feedback was provided

20 ANY OTHER BUSINESS

There were no other items of business.

21 DATE AND TIME OF THE NEXT MEETING

The next meeting of the committee would take place on Monday 12th July, 2021 at 9.30am.

