

EMPLOYER / TRADE UNION COMMITTEE**Monday, 12th July, 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	Andrew Fowler	Unison
Huw Bowen	Chief Executive	Rachel O'Neil	Service Director
		Christine Durrant	Executive Director

*Matters dealt with under the Delegation Scheme

11 APOLOGIES

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

12 MINUTESThe minutes of the meeting on 14th June 2021 were agreed as a correct record.**13 MATTERS ARISING FROM THE MINUTES**

No actions noted.

15 BUDGET UPDATE

The Chief Finance Officer gave an update on the financial forecast due to be presented to cabinet next week with a revised deficit of £32k reported. Reduced revenues from leisure and car parks continue and the 75% Government Compensation Scheme for loss of revenue from Venues and Sports Centres ceased on 30th June.

Higher than budgeted costs had continued within waste recycling contracts though this had been offset by the purchase of The Pavements shopping centre. Work is ongoing to look at various cost savings initiatives.

The Housing Revenue Account showed the main area of spend is on track with the exception of housing repairs, though it was anticipated this would also be back on track as more activity is allowed to take place as Covid restrictions relax further.

16 RESOURCES GROUP UPDATE

The Human Resources manager presented the findings of the recent New Ways of Working Survey. It was noted 398 completed surveys provided details of staff working arrangements throughout Covid, with 43% of staff working permanently from home, 15% based permanently in the workplace and 41% a mixture of both. Preferred future ways of working showed 66% of staff preferred the mixture of office and home working, with 16% preferring office working and 18% full time working from home.

The findings highlighted the positive aspects around home working such as improved work/life balance, no travelling time and improved health and wellbeing, as well as the negative aspects such as lack of interaction with colleagues, IT issues and concerns about the risk of returning to the workplace.

It was also noted that staff had commented on what they would need going forwards to support new ways of working and what can be done to support this. This included defined ways of working and expectations established, improved IT, provision of meeting spaces/121's, more office space with an aspect of continued social distancing and ending hot desking. The completed surveys had highlighted that an overwhelming majority of staff felt safe in the office due to the Covid risk assessments and practices in place.

The final part of the presentation detailed the departmental breakdown of locations, hours dependant and expectations, with different departments having a greater need to be more office based and others a reduced need.

As part of the wider update the Human Resources manager highlighted the upcoming expected government guidance around face masks, social distancing, isolation rules and return to office working. The Resources Group will be taking into account all guidance to ensure staff and practices remain safe and secure whatever may be done differently from next week.

RESOLVED –

That the update be noted.

17 **ECONOMY GROUP UPDATE**

The Executive Director presented an update to the committee on behalf of the Economic Recovery Group with prioritisation given to resource planning around events such as Christmas, Santa House, Fireworks and the 1940's Market, all with health & safety remaining key.

Northern Gateway works continuing with site visits being carried out later this week and George Stephenson Hall levelling up fund bid developing to stage 3.

It was noted that Revitalising Heart of Chesterfield consultation is underway with regards to the reconfiguration of the market place. Planning is also ongoing to see how this comes together with the confirmed acquisition of the Pavements shopping centre.

Next steps include the joining up and co-ordination of projects through an agreed level of governance.

RESOLVED –

That the update be noted.

18 **ORGANISATIONAL DEVELOPMENT**

Councillor Innes shared details of the new Head of Organisational Development, Gemma Masoud who commenced in post last week.

The Executive Director presented an update to the committee regarding Organisational Development and the priority to review and combine all Service Director plans for improvement / savings.

It was noted that the recruitment to Programme Office Manager is continuing and the DMA pilot is progressing well with first draft of findings expected next week. Timescales and decisions about roll out/reshape of housing structure and all other areas expected in the autumn in line with detailed OD plans for DMA.

The Executive Director then gave a Tier 4 update confirming engagement with staff and unions, review of job descriptions as well as potential review of behavioural framework following work undertaken in DMA pilot. It was noted that certain roles will include market supplement with pay protection for 18 months, whilst benchmarking will continue with previous benchmarking data shared with unions.

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 9th August, 2021 at 9.30am.