

EMPLOYER / TRADE UNION COMMITTEE**Monday, 17th January, 2022**

Present:-

Councillor P Gilby (Chair)

Gemma Masoud	Head of OD	Councillor	Serjeant
Theresa	Service Director	Tony Devereux	Unison
Channell	Finance	Maria Slack	Unison
Huw Bowen	Chief Executive	Lesley Waller	Unison
Ade McCormick	Executive Director	Liam Rich	Unite

*Matters dealt with under the Delegation Scheme

90 APOLOGIES

Apologies for absence were received from Councillor J Innes and Andrew Fowler.

91 MINUTESThe minutes of the meeting on 13th December 2021 were agreed as a correct record.**92 MATTERS ARISING FROM THE MINUTES**

There were no matters arising from the minutes.

93 FINANCE UPDATE

The Service Director for Finance presented an update to the committee on the draft MTFP to December – General Fund only. Updates were provided on the Collection Fund / Rent Setting due to go to Cabinet in January, and both Council Tax Base and NNDR report due to go to Employment and General Committee in January.

A recap was shared around Gaps and the Dec Report and highlighted the budget gaps year on year. As part of the OD strategy, preliminary estimates suggested additional savings of between £200k in 2022/23 rising to £800k in 2025/26. It was noted that this would only be included in the MTFP when further business cases had been developed and no additional resources were included in the MTFP to support delivery of this program.

For Provisional Settlement it was assumed no Revenue Support Grant (previously £444k). SR could be between £444k and £635k. There was no assumption of New Homes Bonus based on government indications.

A full breakdown of new savings was provided detailing all proposals and associated savings from 2022/23 to 2025/26.

The Provisional Settlement breakdown was shared and One Year settlement had been announced. It was noted that further work was to be undertaken to understand the impact for future years, with the key risk being the Fair Funding Review expected to restart in the Spring. The current assumption was said to be £1.3m BR growth above baseline plus £300k BR pool return which would be at risk.

Next steps were for HRA Rent setting and service charges / collection fund to go to Cabinet in January and Final MTFP report (capital/ TM/ HRA/ GF) and Council Tax Setting to Cabinet in February.

RESOLVED –

That the update be noted.

94 HR UPDATE

The Head of OD presented an HR update to the committee. IIP – Going for Gold interviews were due to commence w/c 17th January, the Kickstart Programme had 6 new starters in January and the policy review schedule was due to be refreshed and agreed. Recent appointments were also confirmed as Andrew Mitchell (Head of Digital), Grant Ilett (Strategic Health, Safety & Risk Manager) and Shaun Morley (Head of Community Safety & Regulatory).

The Executive Director then presented an update to the committee on the Resources Group work. Figures were shown which confirmed the recent increases seen in both isolations and positive Covid cases in Q4 appeared to be reducing with both showing downward trends.

Recent achievements were highlighted as continuing to keep our workforce safe and secure with just 4 RIDDOR reportable cases over the last 22 months. The simplification of risk assessments and guidance documents whilst maintaining the same high quality measures. Responded swiftly to changes in government guidance ensuring staff were provided with clear direction for CBC approach to changes at all times. Ensured ongoing service provision when isolation levels soared to 15% of staff, supported partners with provision of vaccination pop up clinics and secured LFT supplies for staff during shortages.

Current work focus remained on keeping services operating, supporting managers with positive cases and isolation advice, ongoing maintenance of risk assessments and guidance documents and starting to plan for a change from pandemic to endemic – policy review, hybrid working etc.

Lessons learnt were shared and included don't be afraid to change, a no blame culture, use of data and experience to plan for a better future, early and ongoing engagement and inclusion of trade unions had been very effective, regular virtual meetings worked well and it was key that we utilised the strengths of our staff to sustain our business continuity due to the dedication and commitment of our employees.

The member for Unison questioned the guidance and issue of updates to ensure that all staff receive timely updates. The Executive Director confirmed that all updates were shared at team level and requested any examples of areas not receiving all comms.

RESOLVED –

That the update be noted.

95 ORGANISATIONAL UPDATE

The Head of OD presented an update to the committee on the OD plan. Council priorities were noted as making Chesterfield a thriving borough, improving the quality of life for local people and providing value for money services.

Emerging themes were said to include Customer Experience, Corporate Resources, New Ways of Working and the ICT Improvement Programme.

Next steps were noted as a TU meeting to explore emerging themes in more detail in February and the OD report to Cabinet in March.

RESOLVED –

That the update be noted.

96 DJCC FEEDBACK

It was noted that the TU had met with Housing regularly and discussions around the Restructure Phase 1 had progressed well.

The member for Unite asked if more could be done for Mental Health Awareness with regards to ensuring all staff are fully aware of what services are available.

The Head of OD agreed an action to produce a comms plan to highlight all services available.

RESOLVED –

That the action be noted.

97 ANY OTHER BUSINESS

There was no other business raised.

98 DATE AND TIME OF THE NEXT MEETING

The next meeting of the committee would take place on Monday 14th February 2022 at 9.30am.