

EMPLOYER / TRADE UNION COMMITTEE**Monday, 14th March, 2022**

Present:-

Councillor Serjeant (Chair)

Gemma Masoud	Head of OD	Councillor	J Innes
Theresa	Service Director	Councillor	P Gilby
Channell	Finance	Lesley Waller	Unison
Huw Bowen	Chief Executive	Maria Slack	Unison
Andrew Fowler	Unison	Liam Rich	Unite
		Paula Stephens	Unite

*Matters dealt with under the Delegation Scheme

110 APOLOGIES

Apologies for absence were received from Ade McCormick and Tony Devereux.

111 MINUTESThe minutes of the meeting on 14th February 2022 were agreed as a correct record.**112 MATTERS ARISING FROM THE MINUTES**

The member for Unison had asked a question regarding the Levelling Up fund and how it would affect CBC.

It was agreed that the Chief Executive would share a short presentation in next month's committee summarising the government white paper around Levelling Up and what that would mean for Chesterfield.

RESOLVED –

That the action be noted.

113 EQUALITIES GROUP

The member for Unison provided a verbal update to the committee on the Equalities Group.

The first meeting had taken place last month focussing on equality and the Equalities Act. It was noted that there was a need to put together a terms of reference document and the next meeting would look at Disability Discrimination.

The initial plan was to meet each month with a view to moving the meetings to every quarter in the longer term.

RESOLVED –

That the update be noted.

114 FINANCE UPDATE

The Service Director for Finance gave a verbal update to the committee on the latest financial position.

It was confirmed that the MTFP presented at the last committee had now been approved at Full Council.

It was also noted that the work of Organisational Development was seen as key to the delivery of long term savings and work was currently ongoing across the organisation.

The current year was still showing a balance position with focus on the outturn. However, there were significant risks for the MTFP with Cost Inflation and fuel prices, as well as CPI being forecast to be at a 30 year high.

Finance were currently awaiting the Spring Statement from the Chancellor, which was due on the 23rd March. The outcome of which was expected to bring more consultation across the board.

RESOLVED –

That the update be noted.

115 HR AND OD UPDATE

The Head of OD gave a verbal update to the committee from HR and OD. The Resources Group had been focussed on the removal of Covid restrictions in the workplace in line with Government guidelines. It was also noted that current Covid cases continued to decline with just 5 isolations and 4 positive cases currently reported.

Pay awards for Chief Executives and Senior Officers had reached agreement in mid February so would be included in the normal March payroll. Greenbook terms and conditions agreement was reached on the 28th February and a second payroll run to

apply the award to salaries was being processed prior to the 6th April when new national insurance rates come into force.

The negotiations for the Redbook terms and conditions remained outstanding and staff would be notified of outcomes in due course.

The member for Unison asked a question regarding the inequalities being experienced by staff who were unable to work from home. The Head of OD confirmed that these concerns would be addressed by the Resources Group.

RESOLVED –

That the update be noted.

116 DJCC FEEDBACK

The member for Unison raised a question regarding the possibility of a full list of workplace policies being made available in one place on Aspire. A structured list and potential links to each policy would help both employees and managers to access policies quickly and easily.

The Head of OD agreed an action to review if this is something which can be set up on Aspire.

RESOLVED –

That the action be noted.

117 ANY OTHER BUSINESS

There was no other business.

118 DATE AND TIME OF THE NEXT MEETING

The next meeting of the committee would take place on Monday 11th April 2022 at 9.30am.