

EMPLOYER / TRADE UNION COMMITTEE

Monday, 8th August, 2022

Present:-

Councillor P Gilby (Chair)

Huw Bowen	Chief Executive	Andrew Fowler	Unison
Theresa Channell	Service Director Finance	Maria Slack	Unison
Gemma Massoud	Head of Organisational Development	Trevor Barnett	Unite
		Liam Rich	Unite
		Colin Whyatt	GMB

30 **APOLOGIES**

Apologies for absence were received from Councillors Amanda Serjeant and Jean Innes, Tony Devereux and Lakhy Mahal.

31 **MINUTES**

The minutes of the meeting on 11th July, 2022 were agreed as a correct record.

32 **MATTERS ARISING FROM THE MINUTES**

The member for Unison asked for clarification of the timescale involved in the management training for the SHE system, the strengthened policy and whether there would be consultation with the unions on these items. The Chief Executive advised that a meeting had been arranged with the Service Director – Corporate and the Strategic Health, Safety and Risk Manager in order to discuss these points and he would feed back to the committee members in writing once the meeting had taken place.

The Chief Executive took the opportunity to ask trade union colleagues whether they had seen any responses to the green book staff pay offers for this year. The Unison representative and the GMB representative indicated that the general feeling was one of agreement but that formal consultations led by the regional branches had yet to take place and the response to those would determine the final outcome.

The Unite representative confirmed that they expected the outstanding pay offer for red book employees for 2021/2022 to be accepted so that negotiations could proceed for the current year's pay award.

33 OD / HR UPDATE

Organisational Development

The Head of HR, Payroll and Organisational Development presented an update to the committee on Organisational Development.

It was advised that September would see the start of workshops to establish Directorate Programme Boards. These would begin to determine the roles and responsibilities of the stakeholders and to look at the governance structure for each programme and project.

The first project would be Hybrid Working and a paper was due to be completed in the next month to include the current temporary policy, the retirement of the Agile Working Policy and the Home Working Policy and statistics of hybrid working arrangements in each team.

RESOLVED –

That the update be noted.

HR Update

The Head of HR, Payroll and Organisational Development informed the committee that the HR team had been working on a data gathering project. Dashboards were being created for each team so that managers could start to look at emerging trends within the workforce such as absence, recruitment, staff turnover etc. The intention was to build monthly statistics into a quarterly report and it was hoped that an example could be brought to a meeting in the forthcoming months.

RESOLVED –

That the update be noted.

34 DJCC FEEDBACK

No feedback was received.

35 ANY OTHER BUSINESS

There was no other business.

36 DATE AND TIME OF THE NEXT MEETING

The next meeting of the committee would take place on Monday 5th September 2022 at 9.30am.