

EMPLOYER / TRADE UNION COMMITTEE**Monday, 5th September, 2022**

Present:-

Andrew Fowler (Chair)

Huw Bowen	Chief Executive	Councillor	Serjeant
Theresa	Service Director	Councillor	J Innes
Channell	Finance	Lesley Waller	Unison
Gemma	Head of Organisational	Maria Slack	Unison
Masoud	Development		

*Matters dealt with under the Delegation Scheme

37 APOLOGIES

Apologies for absence were received from Councillor P Gilby, Tony Devereux and Lakhy Mahal.

38 MINUTES

The minutes of the meeting on 8th August, 2022 were agreed as a correct record.

39 MATTERS ARISING FROM THE MINUTES

The member for Unison asked if there was an update on the management training for the SHE system. The Chief Executive advised that as part of the wider Health and Safety Strategic review and the SHE system access review, management training was commencing this week.

The Chief Executive also re-iterated that safety reps should receive all notifications of incidents and managers should be aware of the correct process to log each case appropriately to ensure correct actions taken. It was also noted that follow up briefings would be taking place after this week's training and that the success of this would be reviewed in future committees.

The member for Unison also asked about safety rep coverage as not all service areas had specific reps. The Chief Executive confirmed that safety rep coverage was being reviewed to ensure all council areas are covered.

40 **FINANCE UPDATE**

The Service Director for Finance presented a verbal update to the committee.

It was stated that the overspend in year was £700k with reductions in incomes from car parks and town centres and that when the Budget was set in February 2022 the inflation rate was assumed as 5% peak. It was noted that with a predicted end of year figure of 13% inflation, there were significant pressures on services.

Other factors adding additional pressures were said to be the pay award, with a flat rate £1925 offer to cost over £1m of the General Fund, Gas contracts were ending in March 2023 with expected increases of around 145%, price inflation pressures on contractors and their ability to maintain prices and supply chain issues still being experienced across the board.

Any additional Govt support was unknown as it was unclear what policies would follow the change in Govt leadership but it was assumed that there would be no in year Govt support.

Finance were committed to reviewing costs and services to look at how budget savings could be made and work was underway to pull together Period 5 as well as working with CLT and Cabinet to review Medium Term options going forwards. The draft MTFP was planned for December 2022 and the requirement to set Council Tax by 11th March 2023 was noted.

RESOLVED –

That the update be noted.

41 **HR UPDATE - HYBRID WORKING POLICY PAPER**

The Head of Organisational Development presented an update on the temporary Hybrid Working policy.

The policy provided an update on the transition into Hybrid Working following the lifting of restrictions nationally in place during the pandemic. It would support the journey on the wider implementation of hybrid working and ensure that we had one clear policy that set out what this meant at Chesterfield Borough Council.

It was recommended that the committee supported the temporary Hybrid Working policy to be reviewed by June 2023 and approved the retirement of two historical policies, namely the Working from Home policy and the Agile Working guidelines currently in place.

The member for Unison asked if managers would be briefed on this new policy to avoid confusion about required office attendance. The Head of OD confirmed that next steps were for HR partners to work through the current hybrid working requests

to identify numbers of days in the office and home across all areas. It was also stated that it was assumed that pro rata working days would be applicable to part time working but further briefings would confirm.

The Chief Executive stated that once agreed with Trade Unions the policy would be submitted to the Employment and General Committee for formal approval but accepted that consistency of the application of the policy was key.

RESOLVED –

That the policy be supported and be submitted to the Employment and General Committee for formal approval.

42 UNISON UPDATE - PAY AWARD FEEDBACK

The member for Unison gave a verbal update on the pay award offer. It was stated that Unison had issued a neutral vote to members with a closing date of 19th September.

There was no feedback from Unite.

RESOLVED –

That the update be noted.

43 DJCC FEEDBACK

The Head of OD advised that Employment Law training for managers was being co-ordinated and a date of roll out would be confirmed.

The member for Unison asked if there was any timeline for the Revenue and Benefits restructure. The Chief Executive confirmed that work was ongoing and consultation would commence on 3rd October.

44 ANY OTHER BUSINESS

The committee members were asked to consider a potential change to future Employer Trade Union Committees, from virtual to in person meetings.

It was suggested any changes would need to take into account existing member commitments and that a proposed in person meeting could be scheduled by Democratic Services for the Employer Trade Union Committee on 12th December.

RESOLVED –

That the action be noted.

45 **DATE AND TIME OF THE NEXT MEETING**

The next meeting of the committee would take place on Monday 3rd October 2022 at 9.30am.