

EMPLOYER / TRADE UNION COMMITTEE

Monday, 3rd October, 2022

Present:-

Councillor P Gilby (Chair)

Sandy Gillham- Hardy	HR Partner	Maria Slack	Unison
Andrew Fowler	Unison	Lesley Waller	Unison
		Tony Devereux	Unison

*Matters dealt with under the Delegation Scheme

46 **APOLOGIES**

Apologies for absence were received from Councillors Serjeant and J Innes, Huw Bowen, Gemma Masoud, Theresa Channell and Liam Rich.

47 **MINUTES**

The minutes of the meeting on 5th September 2022 were agreed as a correct record.

48 **MATTERS ARISING FROM THE MINUTES**

There were no matters arising.

49 **FINANCE UPDATE**

The Leader of the Council gave a verbal update to the committee on behalf of the Service Director for Finance.

It was stated that next year was expected to be challenging with predicted overspend this year, significant pressure from the planned pay awards and the assumption of no in year Government support.

Finance were reviewing costs and services to look at how budget savings could be made and work which was underway with CLT was expected to be brought to Corporate Cabinet next week.

The member for Unison asked if any Government support had been announced regarding public sector fuel and utilities costs. It was noted that no update regarding support had been issued but current gas contracts would be due for re-negotiation in 2023.

Further questions were asked around the utilisation of the Town Hall and filling empty areas as well as potentially adding solar panels. It was stated that renovation work for the Town Hall had been delayed by both Covid and other factors but following the recent appointment of the Interim Property Director it was anticipated the additional level of experience in property management could be used to highlight possible areas for savings and help the long term Asset Management review.

It was also noted that a new Energy Officer had been appointed and their focus was on “Energy” so will be looking into energy saving options such as the feasibility of solar panels.

The HR Partner confirmed that communication had been received by the JNC advising that current HMRC mileage rates would not be changing in light of existing fuel costs but Government had confirmed that organisations were allowed to set their own rates, although these would be subject to tax and NI. The member for Unison requested it be noted that if HMRC mileage rates are not going to change could CBC look at potential options to reduce financial pressures on affected staff.

The HR Partner also stated that decisions were expected soon from Unions with regards to confirming if pay awards had been accepted.

RESOLVED –

That the update be noted.

50 HR UPDATE

The HR partner gave a verbal update to the committee on behalf of the Head of Organisational Development.

CBC had been working with Vivup to promote the employee benefits platform in the council alongside the EAP. CBC were also looking at canvassing local businesses for potential employee discounts to boost local trade. Project Kick-off, a review of the current PDR process, was underway with more focus on outcomes.

It was noted that Health and Safety incident reporting and investigation training was now underway, along with Recruitment Selection training and Management Attendance training.

RPE implementation was going well with a number of Occupational Health (OH) referrals to date.

The member for Unison asked if there were timescales for reviewing the 22 OH referrals. The HR Partner confirmed they would now be progressed.

RESOLVED –

That the update be noted.

51 DJCC FEEDBACK

The member for Unison gave a verbal update on DJCC and highlighted the ongoing issues Leisure were experiencing with kiosks, the review and updating of the appraisal systems and the current focus on Health and Wellbeing apps.

It was understood that the NHS were working on developing a crisis line but currently there was no guidance available if staff were made aware of someone suicidal. The HR Partner stated that the Mental Health First Aiders and the EAP were the points of contact but HR were looking at potential manager training to cover this area.

RESOLVED –

That the update be noted.

52 ANY OTHER BUSINESS

The HR Partner advised that following the poll on Aspire enabling employees to vote for the day they would prefer to be designated as the discretionary day for 2022, 55% of respondents expressed a preference for Wednesday, 28 December. The date will be recommended for approval at the next Employment and General Committee meeting.

53 DATE AND TIME OF THE NEXT MEETING

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