

Joint Consultative and Safety Committee

11th August 2011

Councillor S Ainley (Chairman)

Councillors	E Bailey P Key J Parr (a) R Spencer (a) S Tomlinson J Truscott	UNISON	A Green J Knowles A Markowski G Morley S Steventon E Zvitko D Parton
		MPO	

Officers in attendance: John Robinson; Janet Brothwell

1 Apologies for Absence

Apologies for absence were received from Cllr R Spencer and Tye Nokashere (GMB/MPO)

2 Declaration of Interests

None

3 Resolved

To agree the Constitution

4. Exclusion of Press and Public

Resolved:

That the members being satisfied that the public interest in maintaining the exemption outweighs the public interest in disclosing the information that under Section 100(A)(4) of the Local Government Act 1972 the public and press be excluded from the meeting during consideration of the ensuing reports on the grounds that the report involves the likely disclosure of exempt information as defined in Paragraph 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

5. Management Restructuring

John Robinson spoke to the report which had previously been circulated. He advised that following Full Council's agreement on 6th July 2011 the proposals for a review of the management structure had been circulated to employees and Trade Unions for consultation. The closing date for consultation was 8th August and he had received a range of responses.

Some of these were not appropriate for dealing with as part of the consultative process, some he was able to agree with and some required further consideration.

John Robinson proposed that he would consider these ideas over the next few weeks and would issue revised proposals for a further 4 weeks consultation.

He advised the Committee that there had not been any significant comment regarding the proposed structure for 4 Directors and consequently he proposed progressing this element of the restructure separately.

MPO/GMB requested that there be a formal process for seeking interest in voluntary redundancy. This was agreed.

Resolved

- a) To progress with the appointments to the posts of Director
- b) To note the changes proposed by the Chief Executive and the areas for further consideration and that further proposals will be drawn up for consultation with employees and Trade Unions

6. Pay Protection Policy

John Robinson introduced this item with reference to the need to secure value for money and equality from a pay protection policy. He commented that the proposal for a two year protection was similar to arrangements in other Authorities around the County. He also commented that some Authorities were bringing in changes to reduce this level.

MPO reiterated their view that protection should be for 5 years, UNISON concurred with this.

There was an adjournment for both sides to review their position.

It was recognised by both sides that there needed to be flexibility in their positions to achieve agreement.

Resolved

Management and Trade Unions to hold further discussions to achieve consensus prior to referral to the Appointments, Terms and Conditions Committee.

7 **Procedure for Filling Posts**

Janet Brothwell introduced this item and commented that its principles are consistent with other protocols that have been used in previous restructurings, with the aim of minimising the risk of redundancy.

MPO asked for a response to their comments regarding additional training that might be required for an individual at risk of redundancy to be able to meet the specification for a job in the new structure.

John Robinson responded that where additional support was required for an individual this would be available, however if the qualification or training gap was too great this would not be feasible.

Resolved

To recommend the Appointments and Terms and Conditions Committee that the procedure for filling posts be agreed.

8. **Pay Arrangements**

John Robinson outlined some of the salary and senior staffing levels at neighbouring Councils. In the light of this information he was proposing to the Appointments and Terms and Conditions Committee that the pay level for the posts of Director be established at £73K to £75K as representing a reasonable comparable level.

With respect to the posts of Service Manager, he wished to withdraw the current proposals and consider other options.

Resolved

- a) To recommend to the Appointments and Terms and Conditions Committee that the pay level of £73K to £75K for Directors be agreed
- b) To note the withdrawal of the Pay Arrangements Paper and that further proposals for posts other than Chief Officers will be presented for consultation.

9 **Proposals for Managing Retirements and Redundancies for the Management Restructure**

John Robinson advised that he was taking a recommendation to the Appeals and Retirements Committee that the Council's current policy on compensatory payments in retirement and redundancy situations is not changed. He was also recommending that the Committee give him discretion to approve all redundancy cases below the grade of Chief Officer.

This was welcomed by the Trade Unions.

Resolved

To support the Chief Executive's proposals that the compensatory payments for any retirements and redundancies as a consequence of the management restructuring are made at the maximum of the Appeals and Retirements Committee's discretion.

10

Any Other Business

Unison raised the matter of inconsistency in job titles throughout the structure.

John Robinson agreed with this view and would be clarifying this.

Meeting closed at 3.45