

## JOINT CONSULTATIVE AND SAFETY COMMITTEE

30 MAY 2012

Councillor Steve Ainley (Chair)

<b>Councillors</b>	Emily Bailey	<b>UNISON</b>	Alan Green
	Paul Key(a)		Alison Markowski
	John Parr		Gillian Morley
	Roland Spencer (a)		
	Sarah Tomlinson		
	John Truscott (a)	<b>GMB/MBO</b>	Sean Redgate (a)

**Officers in attendance:** Stephen Bray, David Archer, Barry Saunders, Alec Dubberley.

### 5 APOLOGIES FOR ABSENCE

Apologies were received from Councillors Key and Spencer and Sean Redgate (GMB)

**TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON 16 MAY 2012.**

#### **RESOLVED:**

That the minutes of the above meeting, having been circulated, be approved as a correct record and signed by the Chair.

### 6 DECLARATION OF INTERESTS

None.

### 7 ANY OTHER ITEMS WHICH THE CHAIRMAN CONSIDERS URGENT

David Archer, Service Manager Personnel and Organisational Development, introduced a report, which had been circulated separately to the agenda, proposing changes to the Council's absence management policy. The Chair agreed the business as urgent to allow it to be discussed by the Committee.

It was explained that report presented a number of changes which were aimed to simplify the current arrangements. The Chair asked if the union representatives present had any initial comments and the following matters were discussed:

- Concern was expressed about the possibility of managers

conducting unannounced visits to employees who were absent from work due to sickness.

- The proposal to remove the need to notify the Council's Safety Officer of incidents of absence due to work related stress was discussed and some concern was raised.
- Staff were generally supportive of the phasing out of the cash prize draw for good attendance as it was felt that the money could be better used to promote well at work schemes to target a larger number of staff.

## **RESOLVED**

- 1) To note the content of the report and the changes made to policy and procedures as detailed and the programme of implementation suggested.
- 2) To invite trade union representatives to consider the proposals and to forward comments and suggestions to the Corporate Director that will be reported to and considered by the Committee towards the end of the formal consultation period.
- 3) To note the change to the Attendance Incentive Scheme (removal of current incentive Prize Draw Scheme from 1 April 2012) made under delegation through the existing policy by Senior Leadership Team.

## **EXCLUSION OF PUBLIC AND PRESS**

### **RESOLVED:**

That the members being satisfied that the public interest in maintaining the exemption outweighed 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.

## **8 REVIEW OF THE COUNCIL'S EXECUTIVE SUPPORT FUNCTION**

The Chair explained that following the report's initial introduction at the meeting on 16 May, the Committee was now being asked to hear detailed views from Union representatives concerning the proposals.

Stephen Bray, Corporate Director, clarified a number of specific points in relation to the new structure. He also agreed to a request to hold a meeting with UNISON as soon as possible and that if the meeting could not be held within the consultation period, an extension to the

period would be granted.

**RESOLVED**

- 1) To note the report and the comments made by union representatives;
- 2) To note that the Chief Executive would, under his delegated authority, implement a final staffing structure once all comments had been received.