

JOINT CONSULTATIVE AND SAFETY COMMITTEE

27 JUNE 2012

Councillor Emily Bailey (Vice-Chair)

Councillors	Steve Ainley Paul Key John Parr Roland Spencer (a) Sarah Tomlinson John Truscott	UNISON	Alison Markowski Gill Morley Louisa Was Griffiths Julie Knowles
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Officers in attendance: Stephen Bray, David Archer, Vince Rimmington, Alec Dubberley.

9 APOLOGIES FOR ABSENCE

Apologies were received from Councillors Ainley and Spencer.

10 DECLARATION OF INTERESTS

None.

11 TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON 30 MAY 2012.

RESOLVED:

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

12 ANY OTHER ITEMS WHICH THE CHAIRMAN CONSIDERS URGENT

David Archer, Service Manager Personnel and Organisational Development, reintroduced a report, which had been previously circulated and subsequently considered at the 30 May meeting, proposing changes to the Council's absence management policy. He explained that the report was before the Committee in order for Union Representatives to present comments on the proposals.

Gill Morley, Branch Chair of Unison Gedling presented comments received from Branch members. The Committee was given an opportunity to discuss the comments received and a summary of the discussion was agreed for presentation to the Appointments and Conditions of Service Committee as set out below.

RESOLVED

- 1) That the Joint Consultative Committee agrees with the view of UNISON that the new absence management policy, particularly the more stringent triggers for sickness reporting, should not adversely affect female employees;
- 2) That UNISON does not support the introduction of unannounced home visits to employees that are absent from the workplace;
- 3) That members of the Committee recommend adding the following text in relation to unannounced home visits: "This action only to be taken where other reasonable means of communication have been exhausted and that any such visit is only to be authorised by a Service Manager or Corporate Director";
- 4) That both UNISON and members of the Committee agree that referrals to occupational health should be sensitively handled and assessed on an individual case by case basis;
- 5) That both UNISON and members of the Committee agree that the Council's Safety Officer should continue to be informed of incidences of work related stress as a matter of routine;
- 6) That both UNISON and members of the Committee agree that officers should take steps to promote sickness reporting both in terms of availability of policies to all staff and statistical reporting of days lost to sickness to all members of staff; and
- 7) That UNISON and the Committee welcome the use of "Reward Days" for staff with good sickness records and that staff on maternity leave remain eligible for such days.