

JOINT CONSULTATIVE AND SAFETY COMMITTEE

7th November 2011

Councillor S Ainley (Chair)

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

Officers in attendance: John Robinson; David Archer; Jane Ansell

11 APOLOGIES FOR ABSENCE

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

12 DECLARATION OF INTERESTS

None

13 EXCLUSION OF PRESS AND PUBLIC

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.

RESOLVED:

To request an amendment to the Constitution and Terms of Reference of this committee to allow substitute representatives of both the Trade Union and the Employer sides to attend Committee meetings as required.

14 TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON 11 AUGUST 2011.

Members reviewed the minutes and considered items arising.

RESOLVED:

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

To recommend to the Appointments and Conditions of Service Committee that the previously agreed protocol for filling posts be amended to allow staff that had failed to secure a post in the internal recruitment exercise to make a further application when the post was advertised externally.

15 MANAGEMENT RESTRUCTURE

The Chief Executive spoke to the report which had previously been circulated.

The Personnel and Training Manager clarified the process by which the salary bands for posts had been arrived at. He explained that there were three elements to be considered:

1. **Structure** – This defines how services are to be delivered.
2. **Job Evaluation** – this defines the order and size of jobs, and points are generated according to duties and responsibilities. These points equate to a pay grade.
3. **The plussage** – this is proposed as an additional pay element outside the grade of the post, and is designed to recognise the increased corporate contribution of those officers.

RESOLVED:

That the Chief Executive be asked to carry out further options appraisal work on the plussage, without guarantee of change, for consideration by the Appointments and Conditions of Service meeting on 9th November.

16 PAY PROTECTION POLICY

The chairman urged that the actions arising from issues raised by the Unions about the impact of the Pay Protection Policy be brought forward as a matter of priority.

17 SERVICE MANAGER FLEXI TIME ARRANGEMENTS

Members considered a report of the Personnel and Training Manager, which had been previously circulated. The Chairman invited comments.

RESOLVED:

To recommend to the Appointments and Service Committee that the Flexi time arrangements be retained.