

**MINUTES
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

Tuesday 16 May 2017

Councillor Alex Scroggie (Chair)

Present: Councillor Emily Bailey Jay Councillor Muriel Weisz
 Councillor Tammy Bisset Councillor Paul Wilkinson
 Councillor Paul Feeney

Unison: Alison Hunt

GMB: Gill Morley
 Sean Redgate

Absent: Councillor John Parr

Officers in Attendance: D Archer, J Robinson, M Hill and L Mellors

82 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence was received from Councillor Parr.

83 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 21 FEBRUARY 2017.

RESOLVED:

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

84 DECLARATION OF INTERESTS.

None.

85 SICKNESS ABSENCE

The Service Manager, Organisational Development presented a report, which had been circulated prior to the meeting, informing the Committee of the current levels of sickness absence in the organisation.

RESOLVED:

To note the information.

86 CURRENT STAFFING ISSUES

The Service Manager, Organisational Development, presented a report, which had been circulated prior to the meeting, which gave information about current issues affecting the workforce.

RESOLVED:

To note the report.

87 MINOR CHANGES TO THE ESTABLISHMENT AGREED OUTSIDE THE FORMAL FULL JCSC PROCESS

The Service Manager, Organisational Development, presented a report, which was circulated in advance of the meeting, which gave details of minor changes to the establishment.

RESOLVED:

To note the report.

88 ATTENDANCE POLICIES AND PROCEDURES- REVIEW

The Service Manager Organisational Development presented a report, which was circulated in advance of the meeting, asking the Committee to support recommendations made by the Senior Leadership Team in respect to attendance management and to refer comments on the proposals to the Appointments and Conditions of Service Committee in order to inform a decision on policy change.

Trade union representatives present expressed concerns that insufficient time for consulting with members has been allowed. Therefore a request was made for the item to be deferred so that further consultation could be undertaken.

RESOLVED:

To defer consideration of the item pending the results of further consultation with members of trade unions.

89 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

90 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 the consideration

of the ensuing report on the grounds that the report involves the likely disclosure of exempt information as defined in Paragraphs 1 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

91 ORGANISATIONAL DEVELOPMENT SERVICE REVIEW-CONSULTATION CLOSURE

The Service Manager, Organisational Development, presented a report, which had been circulated prior to the meeting, making final recommendations on the proposed restructure of Organisational Development staffing.

After consultation with officers, staff and trade unions no changes had been made to the report.

RESOLVED:

- 1) To note that no comments had been received from staff or trade unions on the proposals in the report
- 2) To support the proposed changes and note that the Chief Executive has delegated authority to authorise the implementation of the changes with effect from 1 June 2017.

92 RESTRUCTURE OF ENVIRONMENTAL SERVICES

The Deputy Chief Executive and Director of Finance, presented a report, which had been circulated prior to the meeting, making final recommendations on the proposed restructure of the Council's Environmental Services functions.

A further set of comments by the current Service Manager for Waste was circulated at the meeting.

RESOLVED:

- 1) To note the staff and trade union comments at Appendix C to the report as well as the additional comments made at the meeting,
- 2) To note the revised proposals contained in the report at section 4, and
- 3) To support the recommendations for consideration by the Chief Executive who, under delegated authority, will authorise the implementation of changes with effect from, or soon after 1st June 2017.

The meeting finished at 6.50 pm

Signed by Chair:
Date: