



## **MISUSE POLICY.**

The Service Manager, Organisational Development, introduced the report, which had been circulated prior to the meeting, outlining the Council's proposed Substance Misuse Policy. The Service Manager highlighted the Policy's emphasis on the support and management of staff members with known substance misuse issues, but also the important of a substance misuse policy to ensure the safety of employees and members of the public.

At the request of Unison representatives, the Service Manager, Organisational Development agreed that he would further investigate any requirements for written agreement to be sought from employees prior to testing.

### **RESOLVED:**

To recommend the policy draft to the Appointments and Conditions of Service Committee to authorise the formal adoption of a final policy on behalf of the Council.

## **14 PROPOSAL FOR MINOR REVISIONS TO THE CONSTITUTION OF THE JOINT CONSULTATIVE AND SAFETY COMMITTEE (JCSC)**

On behalf of Unison, Gill Morley outlined the changes to the constitution of the Committee contained within the report, which had been circulated prior to the meeting, and stressed that the small amendments would bring the constitution up to date and in line with the current purpose of the Committee.

### **RESOLVED:**

To approve the amendments to the constitution of Committee, as contained in policy draft provided to Committee.

Councillor Ainley left the meeting and Councillor Bailey took the Chair.

## **15 SICKNESS ABSENCE**

The Service Manager, Organisational Development, presented the report, which had been circulated prior to the meeting, highlighting the low levels of sickness absence through June and the reduction of long term sickness, showing the Council's recent achievements in managing sickness absence.

### **RESOLVED:**

To note the information.

## **16 STAFFING ISSUES**

The Chief Executive provided a verbal report to Committee on current staffing issues, particularly the findings of a recent staff survey (a report detailing which will be brought to Committee in due course) and the Council's recent shortlisting for 4 awards from the Association of Public Sector Excellence. The Chief Executive also made Members aware of a meeting that he had attended with Unison representatives regarding the implications of the recent Government Spending Review on the Council.

**RESOLVED:**

To note the information.

**17 MINOR CHANGES TO ESTABLISHMENT AGREED BY CHAIR AND TRADE UNIONS OUTSIDE FORMAL FULL JCSC PROCESS.**

The Service Manager, Organisational Development presented an item for information regarding changes to the staffing structure of Bonington Theatre as agreed in consultation with the Chair and union representatives.

**RESOLVED:**

To note the information.

**18 ANY OTHER ITEM WHICH THE CHAIRMAN CONSIDERS URGENT.**

None.

Signed by Chair:

Date: