

**MINUTES
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

Tuesday 22 November 2016

Councillor Alex Scroggie (Chair)

Present: Councillor Emily Bailey Councillor Muriel Weisz
 Councillor Paul Feeney Councillor Paul Wilkinson
 Councillor John Parr

Unison: Alan Green Gill Morley
 Alison Hunt

Absent: Councillor Tammy Bisset

Officers in Attendance: D Archer, L Parnell and M Hill

64 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Councillor Bisset.

65 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 30 AUGUST 2016.

RESOLVED:

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

66 DECLARATION OF INTERESTS.

None.

67 SICKNESS ABSENCE

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

RESOLVED:

To note the report.

68 CURRENT STAFFING ISSUES

The Service Manager, Organisation Development, presented a report, which had been circulated prior to the meeting, highlighting issues of interest in relation to the workforce.

The Service Manager highlighted the staff conference which had recently taken place with the theme “healthy body, healthy team”, the upcoming staff and training awards ceremony in December and informed Members that two apprentices were now in post following the recent establishment of an apprentice training grade.

RESOLVED:

To note the report.

69 MINOR CHANGES TO ESTABLISHMENT AGREED OUTSIDE JCSC

The Service Manager, Organisational Development, presented a report, which had been circulated prior to the meeting, informing Members of four staffing proposals considered and implemented outside of the formal process.

RESOLVED:

To note the report.

70 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

71 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.

72 CONSULTATION CLOSURE- HOUSING MANAGEMENT ARRANGEMENTS

The Deputy Chief Executive and Director of Finance presented a report, which had been circulated prior to the meeting, proposing changes to the management of the housing service.

A number of consultation responses had been received since the agenda was published and these were circulated to Members

electronically prior to the meeting and in hard copy at the meeting. The Chair briefly adjourned the meeting to ensure that Members were given the opportunity to read the additional information provided.

During the course of the debate, Members and Union representatives raised concerns regarding the loss of experience and expertise that the removal of the posts of Service Manager, Housing and the Housing Needs Manager may result in, the ability of the new structure to manage increasing workloads and complexity of the service, particularly in light of legislative reforms, and the appropriateness of the competition process for the post of Development and Regeneration Manager.

Following debate, Members wished Officers present to pass comments on to the Head of Paid Service reflecting the strength of feeling among Members that it would be considered to be a disservice to lose the expertise and experience of the members of staff currently in post. Members took on board the comments of Union representatives present and the at risk post holders regarding the inability of the Housing Needs Manager to apply for the ring fenced Development and Regeneration post due to lack of necessary experience.

RESOLVED:

To recommend to the Chief Executive that consideration be given to placing the Service Manager, Housing, into the role of Development and Regeneration Manager to ensure that the Council does not lose housing needs and strategy specific experience and expertise.

The meeting finished at 6.30 pm

Signed by Chair:

Date: