

**MINUTES  
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

**Tuesday 21 February 2017**

Councillor Alex Scroggie (Chair)

Present: Councillor Tammy Bisset                      Councillor Muriel Weisz  
            Councillor Paul Feeney                      Councillor Paul Wilkinson  
Unison: Alan Green    Gill Morley

Absent:                                      Councillor Emily Bailey Jay and Councillor John Parr

Officers in Attendance:              D Archer and L Parnell

**73                      APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.**

Apologies for absence were received from Councillors Bailey Jay and Parr.

**74                      TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 22 NOVEMBER 2016.**

**RESOLVED:**

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

**75                      DECLARATION OF INTERESTS.**

None.

**76                      SICKNESS ABSENCE**

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

**RESOLVED:**

To note the information.

**77                      CURRENT STAFFING ISSUES**

The Service Manager, Organisational Development, presented the report, which had been circulated prior to the meeting, highlighting

issues of particular interest relating to the council's workforce including the Council's employee awards event and consideration of the future operation of the Council's sports and social club.

**RESOLVED:**

To note the report.

**78 ENGLISH LANGUAGE REQUIREMENTS FOR PUBLIC SECTOR WORKERS**

The Service Manager, Organisational Development, presented the report, which had been circulated prior to the meeting, informing Members of the management response to the change in law under Part 7 of the Immigration Act 2016 that requires all customer-facing roles within public bodies to be undertaken by employees with a sufficient command of the English language.

**RESOLVED:**

To note the report.

**79 FLEXIBLE HIRING AND WORKING PRACTICES**

The Service Manager, Organisational Development, presented the report, which had been circulated prior to the meeting, notifying Members of the general principle, approved by Senior Leadership Team, to adopt a more structured approach to the application of flexible employment practices, particularly at the point of job advertisement, and to invite comment prior to the implementation by the Chief Executive.

**RESOLVED:**

To note the report.

**80 LONG SERVICE AWARDS**

The Service Manager, Organisational Development, presented the report, which had been circulated prior to the meeting, seeking Committees' support of recommendations made by the Senior Leadership Team in respect to recognition of long service and to refer comments on these proposals to the Appointments and Conditions of Service Committee in order to inform decision on policy change.

Members raised the potential for long service pins to be provided to staff, to assist new employees in recognising experienced colleagues who they might approach for assistance.

**RESOLVED:**

To offer support for the proposals made by Senior Leadership Team for implementation from 1 April 2017 and to refer the proposal to Appointments and Conditions of Service Committee for implementation.

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**ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.**

None.

The meeting finished at 6.15 pm

Signed by Chair:

Date: