

**MINUTES
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

Tuesday 27 November 2018

Councillor Alex Scroggie (Chair)

Present: Councillor Paul Feeney Councillor Muriel Weisz
Councillor Helen Greensmith Councillor Paul Wilkinson
Councillor Gary Gregory
Unison: Susan Buchanan Alison Hunt

Absent: Councillor Emily Bailey Jay, Councillor Tammy Bisset
and Councillor John Parr

Officers in Attendance: D Archer and A Dubberley

9 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Councillor Bailey Jay, Bisset and Parr. Councillors Greensmith and Gregory attended as substitutes.

10 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 28 AUGUST 2018

RESOLVED:

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

11 DECLARATION OF INTERESTS.

None.

12 NJC PAY AWARD 2019-20

The Service Manager Organisational Development introduced a report, which had been circulated prior to the meeting, proposing to formally close the consultation on the proposed implementation methods of local pay scales that incorporate changes to nationally-agreed spinal column points. The Committee was also asked to make any recommendations, if appropriate, for consideration by the Appointments and Conditions of Service Committee on the proposals.

RESOLVED to:

- 1) Close the consultation on the proposals to apply new national spinal column pay points to the Council's local pay scales; and

- 2) Recommend to the Appointment and Conditions of Service Committee that the proposals should be implemented as set out in the report subject to supporting the proposal made by trade unions in respect of the transition between pay bands two and three.

13 GENDER PAY GAP

The Service Manager Organisational Development introduced a report which had been circulated in advance of the meeting, presenting the latest information about the gender pay gap.

RESOLVED:

To note the report.

14 SICKNESS ABSENCE

The Service Manager Organisational Development introduced a report which had been circulated in advance of the meeting, giving information about current levels of sickness absence in the organisation.

RESOLVED:

To note the report.

15 CURRENT STAFFING ISSUES

The Service Manager Organisational Development introduced a report which had been circulated in advance of the meeting, giving information of interest about issues relating the Council's workforce

RESOLVED:

To note the report.

16 MINOR ESTABLISHMENT CHANGES

The Service Manager Organisational Development introduced a report which had been circulated in advance of the meeting, informing the Committee that there had been no minor changes to the establishment agreed since the last meeting.

RESOLVED:

To note the report.

17 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

The meeting finished at 6.25 pm

Signed by Chair:
Date: