

**MINUTES
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

Tuesday 25 August 2020

Councillor Alex Scroggie (Chair)

Present:	Councillor Roxanne Ellis	Councillor Helen Greensmith
	Councillor Boyd Elliott	Councillor Jennifer Thomas
	Councillor Paul Feeney	Councillor Paul Wilkinson
Unison:	Alison Hunt	Gill Morley

Officers in Attendance: D Archer and H Lee

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Sean Redgate (GMB).

2 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 28 JANUARY 2020

RESOLVED:

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

3 DECLARATION OF INTERESTS.

None.

4 SICKNESS ABSENCE

The Service Manager Organisational Development presented a report which had been circulated in advance of the meeting informing members of current levels of sickness absence in the organisation with information on trends.

RESOLVED:

To note the report.

5 GENDER PAY GAP

The Service Manager Organisational Development presented a report which had been circulated in advance of the meeting reporting the gender pay gap as at 31 March 2020.

RESOLVED:

To note the report.

6 MINOR CHANGES TO THE ESTABLISHMENT

The Service Manager Organisational Development presented a report which had been circulated in advance of the meeting highlighting minor changes to the staffing establishment since the last meeting.

RESOLVED:

To note the report.

7 CURRENT STAFFING ISSUES

The Service Manager Organisational Development presented a report which had been circulated in advance of the meeting highlighting particular issues of interest that relate to the council's workforce.

RESOLVED:

To note the report.

8 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

9 EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That, 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 reports on the grounds that the reports involve the likely disclosure of exempt information as defined in Paragraph 4 of Part 1 of Schedule 12a of the Local Government Act 1972.

10 CONSULTATION CLOSURE- BEREAVEMENT LEAVE

The Service Manager Organisational Development presented a report which had been circulated in advance of the meeting which sought authority for commencement of a consultation with trade unions on a 'Parental Bereavement Leave' policy and to progress the adoption of the policy through the relevant committees at Council.

RESOLVED:

To approve the commencement of the consultation and the implementation process.

11 CONSULTATION CLOSURE- GMB CHARTER, DOMESTIC ABUSE

The Service Manager Organisational Development presented a report, which had been circulated in advance of the meeting, which proposed that the formal consultation on the proposed methods to be adopted locally in support of the GMB Charter to stop domestic abuse be closed, and requested comments and recommendations to inform the Appointments and Conditions of Service Committee prior to its implementation of any such support methods.

Members commented were aware of the importance of the Charter and fully supported its commitment to assisting any employees experiencing domestic abuse.

RESOLVED:

To close the formal consultation and fully support the Charter.

The meeting finished at 6.15 pm

Signed by Chair:
Date: