

**MINUTES
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

Wednesday 4 November 2020

Councillor Alex Scroggie (Chair)

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

Officers in Attendance: D Archer, A Dubberley and M Hill

12 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

None.

13 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 25 AUGUST 2020

RESOLVED:

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

14 DECLARATION OF INTERESTS.

None.

15 SICKNESS ABSENCE

The Service Manager Organisational Development presented a report giving information about current levels of sickness absence in the organisation with information on trends.

RESOLVED:

To note the report.

16 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.

17 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.

18 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

19 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 report on the grounds that the report involves the likely disclosure of exempt information as defined in Paragraph 4 of Part 1 of Schedule 12a of the Local Government Act 1972.

20 CONSULTATION CLOSURE- SENIOR MANAGEMENT REVIEW ("PHASE 2")

The Chief Executive introduced a report, which had been circulated in advance of the meeting, which formally closed formal consultation on proposals to alter the senior structure of the organisation as well as seeking comments to be passed onto the Appointment and Conditions of Service Committee, who would make the final decision.

RESOLVED to:

- 1) Note the comments from affected employees and trade union representatives;
- 2) Support the proposals in the report but express regret over the resulting job losses; and
- 3) Recommend that the Appointments and Conditions of Service Committee and management are mindful of staff morale throughout the implementation of the proposals.

The meeting finished at 6.50 pm

Signed by Chair:
Date: