

**MINUTES
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

Tuesday 22 February 2022

Councillor Alex Scroggie (Chair)

Present: Councillor Andrew Dunkin Councillor Helen Greensmith
 Councillor Paul Feeney Councillor Paul Wilkinson

Unison: Susan Buchanan and Alison Hunt

Absent: Councillor Roxanne Ellis and Councillor Jennifer Hemingway

Officers in Attendance: M Hill, D Archer and B Hopewell

62 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Councillors Ellis and Hemingway.

63 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 16 NOVEMBER 2021

RESOLVED:

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

64 DECLARATION OF INTERESTS.

None.

65 CURRENT STAFFING ISSUES

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, highlighting issues of particular interest that relate to the council's workforce.

RESOLVED:

To note the report.

66 EMPLOYEE SURVEY FEEDBACK

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, informing the

Committee of the results of the 2021 Staff Survey and the management action that is being taken to address areas of potential concern.

RESOLVED:

To note the report.

67 MINOR ESTABLISHMENT CHANGES

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, highlighting any minor changes to the establishment proposed by the Senior Leadership Team for implementation outside the formal full JCSC process following consultation with trade unions.

RESOLVED:

To note the report.

68 SICKNESS ABSENCE

The Head of HR Service Planning and Performance introduced a report, which had been circulated in advance of the meeting, giving information about the current levels of sickness absence in the organisation.

Officers also highlighted through verbal report, any matters of particular interest in respect to absence management.

RESOLVED:

To note the report.

69 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

70 EXCLUSION OF THE PRESS AND PUBLIC

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.

**71 CONSULTATION CLOSURE: STAFFING REVIEW -
REGENERATION AND WELFARE**

The Chief Executive introduced a report, which had been circulated in advance of the meeting, detailing the formal consultation on proposals to alter the structure of the Regeneration and Welfare Service and to ask the Committee to make recommendations for consideration by the Chief Executive who will authorise and implement structural changes.

RESOLVED to:

- 1) Receive comments from employees and trade union representatives;
and
- 2) Make any appropriate recommendations for consideration by the Chief Executive as Head of Paid Service who will authorise the implementation of any changes.

The meeting finished at 6.20 pm

Signed by Chair:
Date: