

**MINUTES
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

Tuesday 7 June 2022

Councillor Alex Scroggie (Chair)

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

Unison: Susan Buchanan Alison Hunt

Absent: Councillor Roxanne Ellis and Councillor Barbara Miller

Officers in Attendance: D Archer and B Hopewell

72 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Councillor Ellis.

73 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 22 FEBRUARY 2022.

RESOLVED:

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

74 DECLARATION OF INTERESTS.

None.

75 CURRENT STAFFING ISSUES

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

RESOLVED:

To note the information.

76 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 but following consultation with trade unions.

RESOLVED:

To note the report.

77 SICKNESS ABSENCE

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, informing members of the current levels of sickness absence in the organisation and to examine trends.

RESOLVED:

To note the report.

78 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

79 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.

80 CONSULTATION CLOSURE- ABSENCE MANAGEMENT POLICIES

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, closing formal consultation on the proposed changes to the Attendance Management Policy and the Absence Management Procedure.

The report also asked the committee for comments and recommendations to inform the Appointments and Conditions of Service Committee prior to its decision relating to implementation of policy changes.

RESOLVED to:

- 1) Close formal consultation on the proposed changes to the Attendance Management Policy and the Absence Management Procedure; and

- 2) Ask the Appointments and Conditions of Service Committee to consider whether the phrase 'reasonable adjustment' should be included in the proposed changes of the policies, prior to any implementation decision.

The meeting finished at 6.00 pm

Signed by Chair:

Date: