

**MINUTES
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

Tuesday 30 August 2022

| | | |
|----------|---------------------------|---------------------------|
| Present: | Councillor Roxanne Ellis | Councillor Barbara Miller |
| | Councillor Andrew Ellwood | Councillor Julie Najuk |
| | Councillor Paul Feeney | Councillor Paul Wilkinson |
| Unison: | Susan Buchanan | Alison Hunt |

Absent: Councillor Alex Scroggie and Councillor Helen Greensmith

Officers in Attendance: D Archer and B Hopewell

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Councillors Greensmith and Scroggie. Councillor Najuk attended as substitute.

2 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 7 JUNE 2022.

RESOLVED:

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

3 DECLARATION OF INTERESTS.

None.

4 MINOR CHANGES TO THE ESTABLISHMENT.

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.

5 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.

6 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 relates to the council's workforce.

RESOLVED:

To note the report.

7 GENDER PAY GAP.

Councillor Miller joined the meeting.

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, asking members to note the content of the Gender Pay Gap information that has been reported.

RESOLVED:

To note the report.

8 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.

9 CONSULTATION CLOSURE- REVIEW OF STAND-BY PAYMENTS.

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, seeking approval to close the formal consultation on the proposed amendments to the existing Stand-by and Callout policy in order to recognise a higher level

of payment when “Boxing Day” falls on a weekend. The report also asked the Joint Consultative and Safety Committee for comment and recommendation to inform the Appointments and Conditions of Service Committee prior to its decision relating to implementation of policy changes.

RESOLVED:

To close the formal consultation on the proposed amendments to the existing Stand-by and Callout Policy in order to recognise a higher level of payment when “Boxing Day” falls on a weekend.

10 CONSULTATION CLOSURE- CHANGE TO OVERTIME POLICY.

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, seeking approval to close the formal consultation on the proposed amendments to the existing overtime policy that set out arrangements for occasions when services are withdrawn due to bank holidays then instead delivered at weekends. The report also asked the Joint Consultative and Safety Committee for comments and recommendation to inform the Appointments and Conditions of Service Committee prior to its decision relating to implementation of policy changes.

RESOLVED:

To close the formal consultation on the proposed amendments to the existing Overtime Policy that set out arrangements for occasions when services are withdrawn due to bank holidays then instead delivered at weekends.

11 CONSULTATION CLOSURE- FOSTERING-FRIENDLY POLICY.

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, seeking approval to close the formal consultation on the proposed creation of a new fostering friendly policy. The report also asked the Joint Consultative and Safety Committee for comment and recommendation to inform the Appointments and Conditions of Service Committee prior to its decision relating to implementation of a new policy.

RESOLVED:

- 1) To close the formal consultation on the proposed creation of a new fostering-friendly policy; and
- 2) The Appointments and Conditions of Service Committee should be asked to consider the suggestion to amend the policy proposal so that there was no difference between the time given for placement of a foster child whether they were under or over five years old and that four

weeks' paid leave should be given in all cases if the employee is the primary carer.

12 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

The meeting finished at 6.15 pm

Signed by Chair:
Date: