

**MINUTES
APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

Wednesday 5 October 2022

Councillor Sandra Barnes (Chair)

Councillor Michael Payne
Councillor Bob Collis

Councillor Marje Paling

Absent: Councillor John Clarke
Councillor Michael Adams
Councillor Sam Smith

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

35 APPOINTMENT OF CHAIR

Councillor Sandra Barnes was elected as Chair for the meeting.

36 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Councillor Clarke.

37 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 29 JUNE 2022

RESOLVED:

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

38 DECLARATION OF INTERESTS.

None.

39 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

Councillor Payne joined the meeting at 10:03am.

40 EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That, the 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 1 of Part 1 of Schedule 12a of the Local Government Act 1972.

41 CONSULTATION CLOSURE- IMPLEMENTATION OF A NEW FOSTERING-FRIENDLY POLICY

Consideration was given to a report of the Head of HR, Performance and Service Planning, which had been circulated in advance of the meeting, informing members of the feedback received from trade unions and the Joint Consultative and Safety Committee and requesting approval to implement the proposal for creation of policy.

RESOLVED to:

- 1) Receive the consultation comments and recommendations from the Joint Consultative and Safety Committee (JCSC);
- 2) Accept the recommendation made by the JCSC that for “placement leave” in the proposed policy there be no difference between the time given for a child under or over five years old and that in all cases for the fostering of a child, four weeks’ paid leave be granted; and
- 3) Agree to the implementation of the proposals made to adopt a Fostering-friendly Policy with immediate effect.

42 CONSULTATION CLOSURE- REVIEW OF THE OVERTIME POLICY (BANK HOLIDAY PAYMENTS)

Consideration was given to a report of the Head of HR, Performance and Service Planning, which had been circulated in advance of the meeting, informing members of the feedback received from trade unions and the Joint Consultative and Safety Committee and requesting approval to implement the proposal for policy change in the Overtime Policy.

RESOLVED to:

- 1) Receive the consultation comments and recommendations from the Joint Consultative and Safety Committee (JCSC); and
- 2) Agree to the implementation of the proposals made to amend the current Overtime Policy to take account of arrangements where services are withdrawn due to bank holidays then instead delivered at weekends.

43 CONSULTATION CLOSURE- REVIEW OF THE STAND-BY AND CALLOUT POLICY

Consideration was given to a report of the Head of HR, Performance and Service Planning, which had been circulated in advance of the meeting, informing members of the feedback received from trade unions and the Joint Consultative and Safety Committee and requesting approval to implement the proposal for policy change in the Stand-by and Callout Policy.

RESOLVED to:

- 1) Receive the consultation comments and recommendations from the Joint Consultative and Safety Committee (JCSC); and
- 2) Agree to the implementation of the proposals made to amend the current Stand-by and Callout Policy.

44 CONSULTATION COMMENCEMENT - PROPOSAL TO INCREASE MINIMUM PAY LEVELS AND PROVIDE SUPPORT TO EMPLOYEES DUE TO THE COST OF LIVING CRISIS

Consideration was given to a report of the Head of Paid Service, which had been circulated in advance of the meeting, seeking authority to begin consultation with trade unions on the implementation of the proposed measure to increase minimum pay levels.

RESOLVED to:

- 1) Support the progression of the proposal to move all employees on pay points SCP 1 to 4 onto a minimum spinal column pay point of SCP 5 (Band 3) with effect from 1 April 2022, subject to the approval of the ongoing budget in accordance with Council's Financial Regulations; and
- 2) Agree the timescales, implementation methodology and the commencement of the consultation process with unions as detailed in the report.

The meeting finished at 10.30 am

Signed by Chair:
Date: