

**MINUTES  
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

**Tuesday 15 November 2022**

Councillor Alex Scroggie (Chair)

Present:           Councillor Roxanne Ellis                   Councillor Paul Feeney  
                  Councillor Michael Boyle           Councillor Helen Greensmith  
                  Councillor Andrew Ellwood           Councillor Paul Wilkinson

Unison:           Susan Buchanan                           Craig Thomson (GMB)  
                  Alison Hunt

Absent:           Councillor Barbara Miller

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

**13           APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.**

Apologies for absence were received from Councillor Miller. Councillor Boyle attended as substitute.

**14           TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 30 AUGUST 2022.**

**RESOLVED:**

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

**15           DECLARATION OF INTERESTS.**

None.

**16           MINOR STAFFING CHANGES AGREED OUTSIDE THE JCSC**

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

**17           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 information.

**18 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.

**19 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.**

None.

**20 EXCLUSION OF THE 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.

**21 CONSULTATION CLOSURE- PROPOSALS TO INCREASE MINIMUM PAY LEVELS**

The Chief Executive introduced a report, which had been circulated in advance of the meeting, seeking approval to close formal consultation on the proposal to increase the minimum pay level within the Council to Spinal Column Point (SCP) 5 within Band 3.

Members were also asked for comment and recommendation to inform the Appointments and Conditions of Service Committee prior to its decision relating to implementation of the pay policy changes.

**RESOLVED to:**

- 1) Close formal consultation on the proposal to increase the minimum level of pay for employees of the Council; and
- 2) Request the Appointments and Conditions of Service Committee to consider the suggestions to ask that:
  - Representations continue to be made to request that the pay award for 2022/23 be funded by central government.
  - A wider review of pay is undertaken as described within the report.
  - The Chief Executive considers the representations made by the GMB when undertaking such a pay review.

The meeting finished at 6.15 pm

Signed by Chair:

Date: