

**MINUTES  
JOINT CONSULTATIVE AND SAFETY COMMITTEE**

**Tuesday 26 November 2024**

Councillor Jim Creamer (Chair)

Present:           Councillor Rachael Ellis                           Councillor Darren Maltby  
                  Councillor Roxanne Ellis                   Councillor Alex Scroggie  
                  Councillor Paul Hughes                       Councillor Jane Walker

Unison:           James Brough                                       Alison Hunt  
                  Andy Fretwell

Absent:           Councillor Catherine Pope

Officers in       M Avery, B Hopewell, R Hutchinson, J Lovett and A Snodin  
Attendance:

**51           APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.**

Apologies for absence were received from Councillor Pope, Councillor Rachael Ellis attended as substitute.

**52           TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 27 AUGUST 2024.**

**RESOLVED:**

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

**53           DECLARATION OF INTERESTS.**

None.

**54           ANNUAL HEALTH AND SAFETY REPORT 2023/24.**

The Health, Safety and Emergency Planning Manager introduced a report, which had been circulated in advance of the meeting, presenting the Corporate Health and Safety Annual report for the year 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024.

**RESOLVED:**

To note the report.

**55           MINOR ESTABLISHMENT CHANGES.**

The Assistant Director for Workforce introduced a report, which had been circulated in advance of the meeting, highlighting to the Committee any minor changes to the Establishment proposed by the Senior Leadership Team for implementation outside the formal full JCSC process but in consultation with trade unions.

**RESOLVED:**

To note the report.

**56 CURRENT STAFFING MATTERS.**

The Assistant Director for Workforce introduced a report, which had been circulated in advance of the meeting, highlighting any issues of particular interest that related to the Councils workforce.

**RESOLVED:**

To note the report.

**57 SICKNESS ABSENCE.**

The Assistant Director for Workforce 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.

**58 EXCLUSION OF THE PUBLIC AND PRESS.**

**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 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.

**59 CONSULTATION CLOSURE - EMPLOYMENT LAW UPDATES.**

The HR & Training Manager introduced a report, which had been circulated in advance of the meeting, seeking approval to close formal consultation on the revisions to policy in response to the changes to employment law for The Flexible Working Act 2023. The Paternity Leave (Amendment) Regulations 2024, and The Carer's Leave Act 2023. The

report also sought to ask the Committee for comment and recommendations to inform the Appointments and Conditions of Service Committee prior to its decision relating to implementation of a new policy and changes to existing policies.

Members noted that some staff may only need a few hours to see to the needs of a care receiver and queried whether the Carer's leave could be broken down into hours instead of shifts.

Members also raised concerns regarding entitlements to bereavement leave, e.g. through miscarriage and bereavement leave being made available to all irrespective of the age of the child and not just those aged 18 or over.

**RESOLVED to:**

- 1) Close formal consultation on the proposal to create a new Carer's Leave Policy and make revisions to the Flexible Working and Statutory Paternity Leave Procedures; and
- 2) Review separate Bereavement Leave Policy for fairness.

**60           CONSULTATION CLOSURE - STRUCTURE CHANGES TO THE HOUSING, GROWTH AND REGENERATION SERVICE AND REVENUES AND WELFARE SERVICE.**

The Director of Place introduced a report, which had been circulated in advance of the meeting, seeking approval to close formal consultation on the proposals to alter the structure of the Housing, Growth and Regeneration Service and Revenues and Welfare Service. The report also asked Members to make any appropriate recommendations for consideration by the Chief Executive who, under delegated powers as Head of Paid Service, will authorise the implementation of any structural changes.

**RESOLVED:**

To close formal consultation on the proposals to alter the structure of the Housing, Growth and Regeneration Service and Revenues and Welfare Service for consideration by the Chief Executive.

**61           CONSULTATION CLOSURE - ELECTRIC CAR LEASE SCHEME.**

The Assistant Director for Workforce introduced a report, which had been circulated in advance of the meeting, seeking approval to close formal consultation on the proposed employee-funded, electric only, salary sacrifice car lease scheme and endorses the commencement of the consultation and implementation process as described. The report also sought to ask Members for comments and recommendations to

inform the Appointments and Conditions of Service Committee (ACSC) of its decision relating to implementation of revised policy.

Members expressed concern over how the council would ensure that employees could afford the salary sacrifice.

**RESOLVED:**

- 1) To close formal consultation on the proposed employee-funded, electric only, salary sacrifice care lease scheme; and
- 2) Make recommendation to ACSC to query whether the Council should consider how to ensure that employees can afford the salary sacrifice scheme and discuss whether it should be extended to the purchase of other goods such as household appliances.

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

None.

The meeting finished at 6.50 pm

Signed by Chair:  
Date: