

EMPLOYMENT COMMITTEE

9 MARCH 2015

PRESENT

Councillor B. Rigby (in the Chair).

Councillors Mrs. P. Dixon (Vice-Chairman), C. Hynes, B. Shaw and A. Western

In attendance

Lisa Hooley	Acting Director of Human Resources
Habib Khan	Head of Legal (Community)
Deborah Lucas	Head of Human Resources Business Partnering
Angela Beadsworth	Acting Head of Workforce and Core Strategy
Ian Cockill	Senior Democratic and Scrutiny Officer
Alexander Murray	Democratic and Scrutiny Officer

APOLOGIES

Apologies for absence were received from Councillors J. Bennett and N. Evans

14. MINUTES

That the Minutes of the meeting held on 11 February 2015 be approved as a correct record and signed by the Chairman.

15. USE OF AGENCY WORKERS

The Acting Director of Human Resources presented a report on the Council's use of agency workers in the last 6 months. The report outlined the robust process in place within the council to ensure that agency workers were only hired in exceptional circumstances. The report further detailed the rationale for the agency worker spending across Council departments within the last 6 months.

RESOLVED: That the report be noted.

16. TRADE UNION FACILITIES AGREEMENT REVIEW UPDATE

The Committee received a report which provided an update on the review of the corporate trade union facilities agreement, specifically in relation to the number of full-time convenors.

The report detailed the on-going negotiations with trade unions, the facilities benchmarking exercise and an analysis of the current workload for union representatives within the Council. It was estimated that the assessment of membership numbers and other potential savings options would be concluded by the end of April 2015.

RESOLVED: That the report be noted.

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17. PAY POLICY STATEMENT

The Acting Director of Human Resources submitted a report providing Members with information relating to Trafford's pay policy for 2015/16 in line with the requirements for the Localism Act 2011.

RESOLVED: That the 2015/16 Pay Policy Statement, as set out in the report, be recommended to Council for approval.

18. QUARTERLY REPORT ON EXEMPTIONS TO THE SICKNESS POLICY

The Acting Director of Human Resources gave an oral update on instances of sickness exemptions within the last quarter.

The Committee was informed that within the last quarter there had been two new requests submitted both of which were accepted. In addition, one request that was under consideration at the time of the last Employment Committee has subsequently not been agreed. Since the implementation of the policy in April 2014 there had been a total of eight requests for sickness exemptions made of which four had been accepted and four rejected.

The meeting commenced at 10.20 am and finished at 10.33 am