

EMPLOYMENT COMMITTEE

14 SEPTEMBER 2015

PRESENT

Councillor B. Rigby (in the Chair).

Councillors Mrs. P. Dixon (Vice-Chairman), J. Bennett, M. Cawdrey, N. Evans and C. Hynes

In attendance

Lisa Hooley	Acting Director of Human Resources
Habib Khan	Head of Legal (Community)
Deborah Lucas	Head of HR Business Partnering
Alexander Murray	Democratic and Scrutiny Officer

APOLOGIES

Apologies for absence were received from Councillor D. Jarman

9. MINUTES

That the Minutes of the meeting held on 10 August 2015 be approved as a correct record and signed by the Chairman.

10. TU FACILITIES AGREEMENT UPDATE & TU BILL CONSULTATION

The Acting Director of HR gave an oral update to the Committee regarding the Trade Union Facilities agreement and Trafford Council's response to the Trade Union Bill Consultation. The Committee noted that Trafford Council had been looking at the agreement around Trade Union Facilities for a number of months and that officers would continue to work closely with Trade Union representatives to ensure that the best outcome would be achieved.

The Acting Director of HR informed the panel of the responses that Trafford had given to the Trade Union Bill Consultation. The Committee welcomed the responses of the Council and noted that these responses reflected the excellent working relationship between Trafford Council and the Trade Unions.

RESOLVED:

- 1) That the update be noted by the Committee; and
- 2) That the Committee noted the Council's responses to the consultation.

**Employment Committee
14 September 2015**

11. EMPLOYER SUPPORTED POLICING

The Acting Director of HR presented a report on the employer supported policing policy. The report outlined the employer supported policing scheme, the benefits of employer supported policing, the proposed scheme launch, the planned promotion of the scheme to the Council's partners and the proposed Employer Supported Policing Policy itself.

The committee asked whether there was a limit on the number of staff who could sign up to the scheme. The Acting Director of HR informed members that there wouldn't be a limit but that numbers would be monitored to ensure the policy doesn't affect business as usual.

RESOLVED:

- 1) That the Committee noted the benefits of Employer Supported Policing; and
- 2) That the implementation of the policy be approved; and
- 3) That the plans for the scheme launch be noted.

12. EXCEPTIONS TO SICKNESS ABSENCE

The Acting Director of HR gave an update on the exceptions to the sickness absence policy to the Committee. Since the implementation of the policy there have been 10 requests with 5 being agreed and 5 refused. Since the last meeting of the Committee there had been 2 requests one was upheld and the other refused. The Acting Director of HR reiterated that all decisions look at the available evidence including medical evidence and other circumstances of the case.

RESOLVED: That the Committee noted the update.

13. QUARTERLY UPDATE ON AGENCY ASSIGNMENT SPEND

The Acting Director of HR presented the Committee with an update on agency spend across the Council for quarter 1 of 2015/16. The update included a full breakdown of agency spend by month, directorate and by job title. The update also included an explanation of the agency spend within each directorate, approaches the council has taken to reduce agency spend and a comparison with agency spend in previous years.

RESOLVED: That the update be noted.

**Employment Committee
14 September 2015**

14. JOINT VENTURE - STAFF TRANSITION TO AMEY

The Acting Director of HR delivered a report on the Joint Venture Transfer of Staff to Amey to the Committee. The report detailed the transition process for staff, the engagement of trade unions and staff, the key measures applied and issues identified during the transfer.

The Committee asked numerous questions including whether all individual cases were resolved, salary sacrifice schemes, flexi time and access to HR services by Amey staff. The Acting Director of HR gave extensive answers to all questions posed to the satisfaction of all Committee Members.

RESOLVED:

- 1) That the Committee noted the content of the report and supported the continuation of effective employee relations across the Council; and
- 2) That the Head of HR Business Partnering Deborah Lucas be thanked for the work she has done regarding the transfer of staff to Amey.

The meeting commenced at 10.25 am and finished at 11.15 am