

EMPLOYMENT COMMITTEE

15 SEPTEMBER 2014

PRESENT

Councillor B. Rigby (in the Chair).

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

In attendance

Head of Workforce & Core Strategy	(L. Hooley)
Transformation Programme Manager	(S. Maynard)
Director of Legal & Democratic Services	(J. Le-Fevre)
Democratic Services Officer	(R. Smithson)
Democratic Services Officer	(I. Cockill)

3. MINUTES

RESOLVED: That the Minutes of the meeting held on 7 July 2014 be approved as a correct record and signed by the Chairman.

4. REPORT ON EXEMPTIONS TO THE SICKNESS POLICY

An oral report on exemptions to the Sick Pay Scheme agreed by the Chief Executive, in consultation with the Director of Finance and the Director of Human Resources was outlined to the Committee by L Hooley. The new scheme for sick pay (regarding the number of months' payable based on length of service) had come into place from the 1 April this year. There had been 4 applications for exemptions since this date. Two had been refused with one exemption granted and the other under consideration.

In response to members' questions, it was explained that medical information was one of a number of factors considered when making the determination whether to grant an exemption. A team of 2 looked at each request and considered the reasons put forward. Specific criteria were not set with decisions made on the merit of individual circumstances. L Hooley advised that the exemptions process is unchanged from that in place prior to 1st April but acknowledged that the reductions in sick pay may lead to an increase in applications for exemptions.

The Committee asked that concerns be forwarded to the Director of Human Resources and that Committee be kept regularly informed of the exemption appeal process. The Committee appreciated the need for confidentiality with these updates but wished to have as much information as possible. It was agreed that the Director of Human Resources would be informed of the Committee's concerns.

RESOLVED:

- 1) That the report be noted
- 2) That the Director of HR be requested to consider the transparency of the appeals procedure and report back to the Committee on the proposals to improve them.

5. TRADE UNION FACILITIES UPDATE

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The Panel received a report providing information about a proposed review of the corporate trade union facilities agreement, specifically in relation to the number of full time convenors.

The number of staff working for the Council has reduced in recent years; however, the trade union facilities agreement and associated budget has remained the same.

Given that the existing staff that are seconded to the two full-time trade union official roles are due to leave the service of the Council on 30 September 2014, it is timely to review the agreement to reflect current circumstances.

It was noted that the review will be undertaken in conjunction with the trade unions and the outcome of the review will be reported back to the next Employment Committee.

RESOLVED:

1) That the report be noted.

2) That the outcome of the review be reported back to the next Employment Committee.

The meeting commenced at 10.34 a.m. and finished at 10.52 a.m.