

EMPLOYMENT COMMITTEE

12 JULY 2016

PRESENT

Councillor B. Rigby (in the Chair).

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

In attendance

Deborah Lucas	Head of HR Business Partnering
Alexander Murray	Democratic and Scrutiny Officer

APOLOGIES

Apologies for absence were received from Lisa Hooley.

1. MEMBERSHIP OF THE COMMITTEE 2016/17, INCLUDING CHAIRMAN, VICE-CHAIRMAN AND OPPOSITION SPOKESPERSON

RESOLVED: That the Membership of the Committee for the 2016/17 Municipal Year, as appointed at the Annual Meeting of the Council held on 25 May 2016 and set out below, be noted:

Councillors Joanne Bennett, Mark Cawdrey, Mrs. Pamela Dixon (Vice-Chairman), Nathan Evans, Catherine Hynes (Opposition Spokesperson), David Jarman and Brian Rigby (Chairman).

2. TERMS OF REFERENCE

RESOLVED: That the Committee's Terms of Reference, as agreed at the Annual Meeting of the Council held on 25 May 2016, be noted.

3. MINUTES

RESOLVED: That the Minutes of the meeting held on 7 March, 2016 be approved as a correct record and signed by the Chairman.

4. MANDATORY UNPAID LEAVE AND ADDITIONAL VOLUNTARY UNPAID LEAVE UPDATE

The Committee received a report of the Director of Human Resources on the results of the Councils mandatory and voluntary additional leave schemes, which was presented by the Head of HR Business Partnering.

The Committee were informed that there had been no dismissals as a result of the extension of mandatory leave. On top of the savings from the mandatory leave exercise, 108 staff asked for voluntary leave which totalled an additional £60,000 saved. HR hoped that through voluntary uptake the Council would eventually be able to reduce or abolish mandatory leave. Were the Council to switch to a voluntary system, members of staff would be guaranteed to have 3 days additional

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leave and it would be at their manager's discretion as to whether more would be allowed.

RESOLVED:

1. That the Report be noted;
2. That the Head of HR Business Partnering be thanked for her work on the unpaid leave scheme.

5. AGENCY SPEND 2015/16

The Committee received a report of the Director of Human Resources on agency spend for the 2015/16. It was noted that spend had been reduced by £68,000 compared to 2014/15. The Head of HR Business Partnering explained that the Council were continuing to look at ways to reduce the amount of agency spend further and were working towards finding long term solutions for resource issues.

The Committee were also informed that the Council's current contract with Hayes would be finishing this year, and as a result the Council would be going out to tender for a new agency provider.

RESOLVED: That the report be noted.

6. QUARTERLY REPORT ON EXEMPTIONS TO THE SICKNESS POLICY

The Committee received a verbal update of the Head of HR Business Partnering. There had been no additional exemptions since the last meeting of the Committee.

RESOLVED: That the update be noted.

The meeting commenced at 10.30 am and finished at 10.55 am