

EMPLOYMENT COMMITTEE

12 DECEMBER 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

Angela Beadsworth	Acting Head of Workforce and Core Strategy
Jacqui Buckley	Head of the Shared Services Centre
Debbie Quinn	HR Business Partner
Alexander Murray	Democratic and Scrutiny Officer

APOLOGIES

Apologies for absence were received from Councillors

12. MINUTES

RESOLVED: That the Minutes of the meeting held on 5 September 2016 be approved as a correct record and signed by the Chairman.

13. STAFF TERMS AND CONDITIONS - PROPOSED EXTENSION OF MANDATORY UNPAID LEAVE

The Human Resources Business Partner presented the report to the Committee. The voluntary leave scheme run by the Council had been very successful but a deficit of £210,000 still remained. The Committee were informed that in order to make up for the shortfall the council would still need staff to take one and a half days mandatory leave per year. It was hoped that in future years the voluntary leave would remove the need for mandatory leave all together.

The Council were in the process of consulting with staff members and asking them to sign up to the alterations of Contract. As of the meeting 328 staff members had signed up and it was expected that all staff would agree to the alterations. Councillors asked a number of questions including what was the sign up process, whether all staff would be contacted and the ability of staff to feedback. The Councillors were given detailed answers and were satisfied with the responses received. Once their queries had been answered the Committee agreed to the proposals for the consultation process.

RESOLVED:

- 1) That the report be noted.
- 2) That the proposals of the report be agreed by the Committee.

14. AGENCY SPEND 1 JULY - 30 SEPTEMBER 2016

The Acting Head of Workforce and Core Strategy presented the latest figures on agency spending. The robust process that has to be followed in order to hire a member of agency staff was explained. Committee Members requested that additional detail be provided for the cases where agency workers had been in place over long periods of time. The additional information should include what the post was and what had been done in order to fill the position with a council member of staff. Further, Members requested that information be provided when an agency staff position comes to an end as to what has changed in order to enable that person to leave.

The Acting Head for Workforce Strategy told the Committee that as much detail as possible would be provided. However, some of the information requested could only be provided by someone from the related directorate. Due to the high level of spend in the Children, Families and Wellbeing (CFW) directorate the Committee requested that someone from CFW attend the next regular meeting of the Committee 6 March 2017.

Committee members also asked about the large number of agency staff in Transformation and resources. The members were told that due to the number of staff taken out of posts to aid projects across Trafford and Greater Manchester agency staff were used to fill in the substantive positions.

RESOLVED:

1. That someone from CFW directorate attends the meeting of the Committee 6 March 2017 to provide details of agency spend.
2. That future reports on agency spending includes as much of the requested detail as possible.

15. QUARTERLY REPORT ON EXEMPTIONS TO THE SICKNESS POLICY

The Human Resources Business Partner updated the Committee on the latest position regarding exemptions to the sickness policy. Since the last meeting there had been no additional requests made.

REOLVED:

1. That the update be noted.

16. GREATER MANCHESTER SHARED SERVICE - GREATER MANCHESTER POLICE COLLABORATION

The Head of the Shared Services Centre delivered a presentation to the Committee. The presentation covered the background of the programme, the progress to date, HR operating model and workforce engagement. The Head of the Shared Services Centre explained the new CRM system and the effect that it would have on staff members who accessed HR. The Councillors thanked the Head of the Shared Services Centre for the detailed presentation and requested that the Shared Service Programme be a standing item on the Committee agenda for the next 12 months.

Employment Committee
12 December 2016

RESOLVED:

- 1) That the Head of the Shared Services Centre be thanked for the presentation.
- 2) That the Shared Service Programme be a standing item on the agenda for the next 12 Months.

The meeting commenced at 10.20 am and finished at 11.05 am