

EMPLOYMENT COMMITTEE

24TH OCTOBER 2012

PRESENT:

Councillor Rigby (In the Chair),
Councillors Bennett, Mrs. Dixon and Hynes.

In attendance:

Director of Human Resources (Ms. J. Hyde),
Head of Workforce and Core Strategy (Ms. L. Hooley),
Democratic Services Officer (Mr. I. Cockill).

APOLOGIES

Apologies for absence were received from Councillors Mrs. Cooke, Lamb and A. Western.

8. MINUTES

RESOLVED –

- (1) That the Minutes of the meeting held on 11th July 2012 be approved as a correct record and signed by the Chairman.
- (2) That, in respect of Minute No. 4 (Changes to Local Government Pension Scheme), the Committee notes that further details regarding staff opting out and promotion of the 50/50 option will be provided to Members once the information has been received.
- (3) That, further to Minute No. 6 (Trafford Council Employee Recognition Awards Scheme and Celebration Event), the Committee welcomes the overall success of the awards and the positive feedback received that staff felt motivated, recognised and proud, and places on record it's thanks to the sponsors and officers for a resoundingly successful and well organised event.

9. BUDGET PROPOSALS – 2013 TO 2015

The Director of Human Resources submitted a report introducing the Council's budget proposals for the next 2 financial years in relation to the potential impact on the workforce and attaching the Trade Union Briefing on the budget consultation.

Further to the Review of Senior Management referred to on page 26 of the briefing, a consultation paper on the proposed integration of Community Wellbeing, Children and Young People's Service and Public Health; reduction in senior management posts was tabled for Members attention at the meeting.

The Director of Human Resources referred to the staffing impact across all service areas which were subject to formal consultation and outlined an initial set of proposals relating to changes to staff terms and conditions including the timetable and methods of consultation on the proposed changes. The Committee was advised that the proposed

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changes to staff terms and conditions equated to the safeguard of approximately 100 jobs.

Discussing the review of Terms and Conditions, the Committee emphasised that a "Living Wage" should withstand the introduction of a mandatory 5 days unpaid leave. Members were also mindful that the living wage was a national figure, excluding London which did not reflect local conditions, however, through North West Employers, Council's across the region were considering this issue. Advising that the living wage would have some bearing on approximately 300 employees, the Director of Human Resources agreed to inform Members of the Committee of exact figures at the time.

Considering the proposal to reduce the sick pay scheme, the Committee was reassured that exceptional circumstances would continue to be reviewed on an individual case basis and suggested that the consultation highlight the fact that the Industrial Injury Sickness Pay Scheme was separate and would not be affected by the proposal.

It was anticipated that formal proposals on changes to staff terms and conditions would be drafted in the New Year with a view to commencing a period of formal consultation in spring 2013. The Council had formally entered a 90 day consultation period on 15th October 2012 for the proposed staffing changes included in the draft budget proposals and this would conclude on 14th January 2013.

RESOLVED –

- (1) That the Committee notes the budget proposals for the next 2 financial years and that they will be discussed with the Trade Unions at the Special Joint Consultative Panel (JCP) on 5th November 2012.
- (2) That the robust methods of consultation and procedures for employees facing redundancy be noted and that Members be invited to convey any further thoughts and suggestions to the Director of Human Resources.
- (3) That further consideration be given to the proposals at the JCP and Employment Committee meetings in early 2013.

The meeting commenced at 6.30 p.m. and finished at 7.04 p.m.