

# Public Document Pack

## EMPLOYMENT COMMITTEE

22 JUNE 2015

### PRESENT

Councillors Mrs. P. Dixon (Vice-Chairman), J. Bennett, M. Cawdrey, N. Evans and D. Jarman and B. Rigby (in the Chair).

#### In attendance

Lisa Hooley	Acting Director of HR
Habib Khan	Head of Legal (Community)
Alexander Murray	Democratic and Scrutiny Officer

### APOLOGIES

Apologies for absence were received from Councillors C. Hynes

#### 1. **MEMBERSHIP OF THE COMMITTEE 2015/16, INCLUDING CHAIRMAN, VICE-CHAIRMAN AND OPPOSITION SPOKESPERSON**

RESOLVED: The Committee notes the Membership of the Committee for the 2015/16 Municipal Year including the appointments of Chairman, Vice Chairman and Opposition Spokesperson namely:

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 terms of reference be noted.

#### 3. **MINUTES**

That the Minutes of the meeting held on 9 March 2015 be approved as a correct record and signed by the Chairman.

#### 4. **AGENCY SPEND FOR PERIOD 1ST APRIL 2014 TO 31ST MARCH 2015**

The Acting Director of Human Resources presented a report to the committee detailing the levels of spend on agency staff within the council during the Municipal Year 2014/15. The report included a breakdown of spend by directorate and the reasons for the levels of spend were explained to the Committee.

The Acting Director of HR explained how the council is working to reduce agency spend. The plans include the creation of a peripatetic children's social worker team and the establishment of standardised agency social worker pay rates as part of a trial collaboration across the majority of AGMA and its associate authorities.

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The Committee requested a further breakdown of agency spend showing the number of individual agency assignments to which the spend related.

RESOLVED: 1) That the report be noted and;  
2) A further breakdown of agency spend be provided to the committee.  
3) Agency spend to be a regular agenda item.

**5. STAFF ENGAGEMENT AND SUPPORT**

The Acting Director of Human Resources presented a report which provided an update on workforce activities to support, develop, engage and communicate with Trafford Council's workforce to ensure that quality services continue to be delivered to Trafford residents and customers.

The committee noted the excellent record of apprentices within Trafford Council, with over half of those who have completed their apprenticeship having gained permanent employment.

RESOLVED: That the report be noted.

**6. EXEMPTIONS TO THE SICKNESS POLICY - 2014/15 YEAR END POSITION**

The Committee received a verbal update from the Acting Director of HR regarding the sickness exemptions for the Municipal Year 2014/15.

The Committee were informed that over the course of the year 8 cases for exemption were considered with 4 approved and 4 not approved. The 4 approved cases were all granted based on a range of factors, including the medical evidence presented.

The meeting commenced at 10.15 am and finished at 10.55 am