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EMPLOYMENT COMMITTEE

14 DECEMBER 2015

PRESENT

Councillor B. Rigby (in the Chair).

Councillors Mrs. P. Dixon (Vice-Chairman), M. Cawdrey and C. Hynes

In attendance

Lisa Hooley	Acting Director of Human Resources
Ian Duncan	Director of Finance
Deborah Lucas	Head of HR Business Partnering
Habib Khan	Head of Legal
Alexander Murray	Democratic and Scrutiny Officer

APOLOGIES

Apologies for absence were received from Councillors J. Bennett, N. Evans and D. Jarman

15. MINUTES

That the Minutes of the meeting held on 14 September 2015 be approved as a correct record and signed by the Chairman.

16. TERMS AND CONDITIONS

The Acting Director of Human Resources presented a report to the Committee. The report covered the proposed extension of the additional mandatory 3 days unpaid leave for staff for a further two years. The proposal carried an extra clause whereby staff can make an advanced request to take extra unpaid leave (up to 7 days in addition to the 3 days' mandatory leave) in the forthcoming year with the cost being spread out over the course of the year. The other proposal within the report concerned the uplift of the hourly rate of pay for apprentices.

Councillors asked a series of questions regarding these proposals including staff reaction to the mandatory leave since its inception, trade union reactions and whether any changes had been made to the exemptions to the policy. The Committee received detailed answers to their questions and were satisfied with the responses.

As well as laying out the proposals to the Committee the report also detailed the consultation process. Committee Members requested that the results of the consultation be brought before the Committee once they are available. The report recommended that the proposals be noted and supported as part of the 2016/17 budget proposals.

Resolved:

- 1) That the recommendations of the report be agreed by the Committee.

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- 2) That the results of the consultation be brought to the Committee once it is completed.

17. PENSIONS AND DISCRETIONS

The Acting Director of Human Resources Presented a report to the Committee. The report detailed the flexibility afforded to Local Authorities in the Local Government Pension Scheme Regulations, known as discretions. The report explained that there are a number of compulsory discretions a council must cover in policy statements and others which are recommended. Appendix 1 contained both the policy statements for compulsory and recommended discretions.

RESOLVED:

- 1) That the Committee approves the Policy Statement on Employer Pension Decisions.

18. AGENCY SPEND 1ST APRIL TO 30TH SEPTEMBER 2015

The Acting Director of Human Resources presented an update report to the Committee on Agency Spend 1st July to 30th September 2015. The key areas of the update were that the peripatetic team for the Children, Families and Wellbeing Directorate had now been recruited and that the AGMA wide price setting for agency social workers had worked very well and there was a view to spread the scheme regionally.

RESOLVED:

- 1) That the Committee noted the update report.

19. QUARTERLY REPORT ON EXEMPTIONS TO THE SICKNESS POLICY

The Acting Director of Human Resources gave a brief oral update to the Committee on sickness exemptions. The Committee were informed that since the last meeting a further two exemptions had been requested and granted taking the total number of requests to 12 with 7 accepted and 5 declined.

RESOLVED:

- 1) That the Committee noted the update.

The meeting commenced at 10.30 am and finished at 11.06 am