

**LOCAL JOINT COMMITTEE  
5 JULY 2017  
4.00 - 4.50 PM**



**Present:**

David Allais, UNISON (Chairman)  
Councillors Allen, Angell and Worrall  
Lorna Cameron, UNISON

**Apologies for absence were received from:**

Councillors Leake

**1. Declarations of Interests**

There were no declarations of interest.

**2. Minutes from Previous Meeting**

The minutes of the meeting on 15 February 2017 were approved as a correct record.

**3. Urgent Items of Business**

There were no items of urgent business.

**4. Employment Committee: Agenda and Related Matters**

**1) Redundancy Authorisation – Proposed Changes**

The Chief Officer: Human Resources reported that traditionally all redundancies had been submitted to the Employment Committee for approval even though the Council's Constitution did not require redundancies to be approved by this Committee. In order to speed up decision making and to improve efficiencies and streamline the process it was proposed that the final authorisation for non-schools redundancies be made by CMT.

It was reported that there would be no change in the process for trade unions; they would continue to be consulted in the same way. Trade union representatives expressed that it was important that Councillors continued to be kept informed of redundancies as they ultimately had staff interests at heart.

**2) Exit and Severance Payments**

The Chief Officer: Human Resources reported that information had been received in May 2015 regarding the £95,000 exit payment cap proposed by the Government, due to be implemented in 2016. This implementation had not been progressed by the Government and following the General Election on 8 June 2017 and Brexit, further delays had been encountered. A report would

be brought to the Committee as soon as more information was released by the Government.

**3) Forestcare Contract Termination and Resultant Redundancy**

This report identified the staffing implications from the ending of the “Housing Solutions” contract and asked that the corresponding redundancy of the outgoing Facilitator post in Forestcare be noted.

**4) Restructure of Council Wide Support Services – Employment Implications**

The Chief Officer: Human Resources reported that this review had 196 staff in scope, this equated to 176 full time equivalent staff. The review would put in place a model that delivered a number of benefits. The model was scalable, would improve resilience and ensure a consistent support service.

A total of 17 staff would be made redundant, 11 of these redundancies were voluntary. Redeployment opportunities would be sought for all staff affected. One redeployment opportunity had already been identified.

**5) Regeneration Support Officer – Redundancy**

It was reported that the funding from Bracknell Regeneration Partnership (BRP) for this project would be coming to an end and as a result this redundancy was being made. It was noted that BRP would be funding this redundancy.

**6) Transformation Programme – Libraries Stock Management Restructure**

It was reported that five staff were affected by this restructure and that all attempts to redeploy staff were being made.

**7) Young People Substance Misuse Worker**

It was reported that the new in house substance misuse service did not include a dedicated Young Peoples Substance Misuse Workers post. All attempts were being made to redeploy this member of staff.

**8) Review of Personal Assistants**

It was reported that this review was designed to rationalise and modernise the way the Council used PA's. The review had raised savings in the region of £210,000 and was now complete.

Following the resignation of the Assistant Chief Executive, a further PA had volunteered to take redundancy.

**5. Matters to be Raised by Trade Unions**

Unison representatives asked if any further redeployment work could be done around the redundancies at The Bridgewell Centre. Unison representatives would be meeting with affected staff later in the week.

The Chief Officer: Human Resources reported that it would be useful to carry out a skills test for affected staff to see if there would be any potential for these staff to consider the leisure opportunities at Coral Reef or the retail opportunities being offered in the town centre.

**CHAIRMAN**