

**LOCAL JOINT COMMITTEE
2 JULY 2018
4.04 - 4.24 PM**



Present:

Councillors Allen
David Allais, UNISON (In the Chair)

Apologies for absence were received from:

Councillors Leake, Angell and Worrall

1. Declarations of Interests

There were no declarations of interest.

2. Minutes from Previous Meeting

The minutes of the meeting held on 20 March 2018 were approved as a correct record.

3. Urgent Items of Business

There were no urgent items of business.

4. Employment Committee: Agenda and Related Matters

1) December Pay Date

The Chief Officer: Human Resources reported that for many years the December payroll run had been earlier in the month, by changing the date to the last day of the month there would be an opportunity to improve the process for managers and for payroll. Historically, the main reason for early payment was to get the payslips delivered to schools before school term ended as payslips are now electronic this was no longer an issue. The change had been considered in 2017 by Unions. Unison had been supportive of the change however Teacher's Unions were not at that time. Work had since been undertaken with Schools who were now supportive of the change. It was proposed that the changed payment date would be effective from December 2018, which would give plenty of time to communicate the change to staff prior to the December pay run.

2) Transformation Programme – Library Frontline Staff Restructure

The Chief Officer: Human Resources reported that this was the 2nd phase of the review and that the Trade Unions had been engaged with and consulted throughout the process. The consultation would be completed just before the summer recess. There was 15 proposed redundancies which was the equivalent of 5.0 FTE. The existing structure and proposed structure had been included within the report. It was expected that a report would be brought back to CMT in August outlining the conclusion of the restructure.

Unison commented that they had been involved throughout the process supporting staff and that they knew that the Council needed to make these changes to make savings.

3) Senior Leadership Structure: Redundancies and Pay Structure

The Chief Officer: Human Resources reported that the senior leadership structure had been agreed by Executive on the 8 May 2018. The report showed the posts that would be deleted from 31 August 2018 and the posts that would be created, with effect from 1 September 2018. The new structure has also been included within the report. The new senior pay structure was agreed by Executive on 8 May and would be effective in September 2018 following changes to the senior leadership structure. The details were included within the Council's revised Pay Policy Statement, this would be published on the Council's website. Incremental progress would be performance based and would depend on the Director being appraised as "outstanding" or "exceeds expectations" which would hold Officers to account.

5. Matters to be Raised by Trade Unions

No matters were raised by the Trade Unions.

CHAIRMAN