

**LOCAL JOINT COMMITTEE  
16 OCTOBER 2019  
4.00 - 4.53 PM**



**Present:**

Councillors Leake (Chairman), Allen, Angell and Wade

**Non-Voting Co-optees Present:**

David Allais, UNISON

Lorna Cameron, UNISON

**6. Declarations of Interests**

There were no declarations of interest.

**7. Minutes from Previous Meeting**

The minutes of the meeting held on the 10 July 2019, were approved as a correct record.

**8. Urgent Items of Business**

There were no urgent items of business.

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

i) Social Media Policy

The Head of HR and Employee Experience reported that the previous Social Media Policy, that had been brought to the last meeting in July 2019, had not been approved by the Employment Committee as the original document was very long. It had since been rewritten and stripped back to a more simplified document alongside a guidance document. The guidance document was a supporting document and explained and broke down responsibilities for those using social media for business purposes. UNISON requested that a copy of the guidance document be sent to them.

It was clarified that the local press had contacted the Council regarding highlighted sections that had appeared in the final version uploaded to the internet. This did not related to unspecific issue and had not been removed from the final version and this had been relayed back to the press. The version had since been removed and replaced with a non-highlighted version.

The Head of HR and Employee Experience informed the Committee that the policy was not yet detailed within the disciplinary policy but could be if members wished to have something specific included. It was important to note that not every scenario could be covered within the policy.

The Head of HR and Employee Experience also reported that all HR policies and procedures were in the process of being reviewed, the draft disciplinary policy had been out for comment but was still in review phase and not a final draft format yet. There would be appropriate links and cross references throughout the policies and a

review period added which was very important within the Social Media Policy given the movement and advancements of Social Media.

i) Policy Review – Managing Sickness Absence

The Head of HR and Employee Experience reported that following the Council Wide Support Service Review, the Council's Employment policies were in the process of being reviewed and updated to reflect modern working practices, legislative changes and to ensure the policies are clear for managers to follow.

The sickness policy was one of seven policies/procedures being updated which were originally due to come to the committee at the same time, however they required further work and revision and would only come back once the revision was completed thoroughly and in a format and content we were happy with and reflected the feedback from staff, managers and the Unions. This particular updated policy would formalise working practices to supporting staff, such as the use of iWork and details of staff phased return to work. The policy had been circulated for review and comment to staff, managers and UNISON.

UNISON commented that there was one element that they were not happy with and felt that further discussion was required around not paying full pay after a phased eight week return. The Head of HR and Employee Experience stated that the Council did not have a major issue beyond this time scale. UNISON stated that the specific wording included within the updated policy had not been included within the version that they had provided comments on earlier in Summer 2019. The Head of HR and Employee Experience commented that this was not a new timeline in the policy and as part of the consultation undertaken in the summer, managers and staff had requested that the timeline be clarified within the policy. This was the current practice and application of the pay subsidiary.

UNISON felt that there was no medical consideration within the policy surrounding the phased return issue, and that serious illnesses and accidents didn't seem to be taken into consideration. UNISON also felt that the policy should not be related to finances as this could put individuals at risk.

UNISON stated that they were not in agreement with the policy and would inform their members accordingly. The Chairman confirmed their non agreement and comments would be noted for the Employment Committee.

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

UNISON stated that last year there had been an outstanding issue relating to the pay consultation and the review of scale points within a couple of the grades. The Head of HR and Employee Experience said that she would look into the issue.

11. **AOB**

The Head of HR and Employee Experience gave a brief overview to the Committee of the Council's current budget position at the request of CMT.

**CHAIRMAN**