

**LOCAL JOINT COMMITTEE**  
**1 MAY 2012**  
**4.00 - 4.30 PM**



**Present:**

Councillors Angell (Chairman), Leake and Sargeant  
David Allais, UNISON  
Lorna Cameron, UNISON  
Fred Jones, UNISON  
Caroline Moore, UNISON  
Keith Roberts, GMB

**In Attendance:**

Tony Madden, Chief Officer: Human Resources

**Apologies for Absence were received from:**

Councillor Brunel-Walker

**17. Declarations of Interests**

Fred Jones, UNISON declared a personal interest in Agenda Item 5. 1) Equalisation of Working Hours in Environment, Culture and Communities Directorate, as an employee of the Landscaping Section.

**18. Minutes from Previous Meeting**

The minutes of the meeting held on 13 February 2012 were agreed as a correct record.

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

*1) Equalisation of Working Hours in Environment, Culture and Communities Directorate*

The Chief Officer: Human Resources reported that for some years the Council had been working toward a harmonised set of contract terms and conditions for all its staff. In March 2011, as part of an overall approach to job evaluation and equal pay, Corporate Management Team considered a detailed report on the equalisation of the working week and decided to recommend that all staff should be employed on 37 hours but to defer that until the implementation of the revised pay and grading structure, then expected in April 2012.

In June 2011 the Executive, agreed that officers needed to continue the ongoing dialogue with the unions on the implementation of a new pay structure and also accepted that the Council would need to separately consider the equalisation of working hours because it would not be possible to have a new pay structure agreed for a 1 April 2012 implementation.

The Chief Officer: Human Resources reported that the Council's vulnerability to an equal pay claim would be reduced by equalising hours.

UNISON representatives stated that if staff raised any concerns, UNISON would support staff.

The Chairman stated that £100k had already been agreed by Council on 29 February and that it was considered as a priority for the Council.

*2) Youth Services Budget Savings*

The Chief Officer: Human Resources reported that the proposals contained in the report had been the subject of public consultation which commenced in December 2011 through to March 2012.

The Chief Officer: Human Resources agreed to provide union representatives with an Impact Assessment on Staff. He stated that he was reasonably confident that the majority of staff affected could be offered redeployment opportunities.

It was noted that the responses to the consultation had been included in the papers of the Executive and Council, should union representatives wish to see them.

*3) Pay Policy Statement*

The Chief Officer: Human Resources reported that there was a statutory requirement to produce a Pay Policy Statement and part of the drive to make the Council's processes more transparent.

Union representatives commented that the Policy was very comprehensive and interesting.

The Chairman stated that the Policy would be reviewed annually and if members wished to add their comments there would be an opportunity to do so, annually in the autumn.

*4) Balancing the Budget Final Staffing Implications*

The Chief Officer: Human Resources reported that following the 66 redundancies as detailed in the Special Employment Committee Report, the majority of affected staff had been redeployed successfully. For the most part, those that wanted to continue to working, were able to do so.

It was noted that the situation would become more difficult as the Council moved forward into the next financial year, however a reasonable outcome had been achieved from a difficult situation.

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

There were no matters raised by trade unions.

**21. Date of Next Meeting**

29 May 2012

**CHAIRMAN**