

**LOCAL JOINT COMMITTEE  
20 NOVEMBER 2012  
4.00 - 4.25 PM**



**Present:**

Councillors Angell (Chairman), Mrs Angell and Leake  
Lorna Cameron, UNISON  
Fred Jones, UNISON  
Caroline Moore, UNISON

**Apologies for Absence were received from:**

Councillor Blatchford  
David Allais, UNISON

**6. Declarations of Interests**

There were no declarations of interest.

**7. Minutes from Previous Meeting**

The minutes of the meeting held on 18 September 2012 were agreed as a correct record.

Matters Arising:

*Minute 4:* The Chief Officer: Human Resources reported that information on employee passport numbers would not be required immediately therefore the exercise to gather employees personal details would not now take place until autumn 2013, however passport number information would be gathered from April 2013 for any new staff joining the Council.

**8. Urgent Items of Business**

There were no items of urgent business.

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

1) Pay Policy Statement 2013-14

The Chief Officer: Human Resources reported that The Localism Act 2011 required the Council to create and publish a Pay Policy Statement, with particular emphasis on senior pay. Most of what appeared in the Pay Policy Statement attached to the agenda papers, was specifically required by the Localism Act whilst other aspects were derived from suggestions in the Joint National Council for Chief Executives of Local Authorities' guidance on pay policies in order to give a fuller picture of the work of the Council.

The Chief Officer reported that the average result for unitary local authorities nationally, using the top-to-median ratio, was a multiple of 7.3, so the Council's figure of 6.9 compared favourably and placed the Council below the national average.

The Committee noted the information in the report.

## 2) Pay and Workforce Strategy 2012-15

The Chief Officer: Human Resources reported that the Strategy intended to demonstrate how HR policies for the Council linked into departmental priorities and took into account local issues. The Strategy also demonstrated how the Council managed its workforce.

The Strategy highlighted a number of key areas of activity over the coming years, this included:

- job evaluation
- flexible working
- actions from the Staff Survey
- partnership working

The report also contained details on how each department would be addressing these key activities.

It was noted that the Council had continued to have a low staff sickness absence rate.

In response to members' queries, the Chief Officer reported that the Council's staff age profile was changing, with a higher proportion than before in the 30-50 age bracket.

In terms of skills shortages, at present the areas of Children's social workers and specialist IT staff seemed to be where the areas of pressure were.

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

There were no matters raised by trade unions.

### 11. **Date of Next Meeting**

8 March 2013.

**CHAIRMAN**