

**LOCAL JOINT COMMITTEE  
17 SEPTEMBER 2013  
4.00 - 4.20 PM**



**Present:**

Councillors Angell (Chairman) and Blatchford

**Apologies for absence were received from:**

Councillors Mrs Angell and Leake  
Tara Staines, GMB

**Also Present:**

Tony Madden, Chief Officer: Human Resources  
David Allais, UNISON  
Lorna Cameron, UNISON  
Fred Jones, UNISON

**22. Declarations of Interests**

There were no declarations of interest.

**23. Minutes from Previous Meeting**

The minutes of the meeting held on 4 June 2013 were agreed as a correct record.

**Matters Arising**

Regarding Item 20, National Pay Negotiations, The Chief Officer: Human Resources reported that the 1% pay increase had taken effect from the 1 April 2013 and had been paid to employees in July 2013.

Regarding Item 21, Matters to be raised by Trade Unions, Senior Democratic Services Officer: Jemma Durkan reported that a substitute member could attend future meetings in the event of the GMB representative being absent. Details of the substitute member should be forwarded to Jemma Durkan when available.

**24. Urgent Items of Business**

There were no urgent items of business.

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

**1) Monitoring the Council's Workforce**

The Chief Officer: Human Resources reported that the Council had a legal duty to advance equality of opportunity, eliminate unlawful discrimination and promote good relations. It had an action plan to deliver on its equality objectives and had already met the 'Achieving' level of the Equality Framework for Local Government. It was reported that the Council had been compiling information for 12 years and were able to compare the data over a long period of time.

The demographic make up of Bracknell Forest was changing, the 2011 Census showed that 9.4%% of the Borough's population was of Black or Minority ethnic (BME). The previous Census in 2001 showed only 5% BME residents.

The Bracknell Forest 2013 Schools Census showed that there had been an increase in ethnic minority pupils recorded over the past 12 years from 4% to 13.2%.

The Chief Officer: Human Resources reported that the figure for this year's percentage of voluntary staff leaving within 1 year was 23%, an improvement on last year's figure of 31.4%. Further analysis of these figures show that they include a number of temporary staff and some on a Fixed Term Contract. Of the early leavers in 2012/13, 35% were on a temporary contact. It was explained that if these staff were removed from the calculation the indicator would go down to 14.9% which is much closer to the Council's overall average turnover of 12.5%. These figures would be monitored closely but did not appear to indicate a significant problem for the Council.

## 2) Updated Whistle Blowing Policy

The Chief Officer: Human Resources reported that the Council's whistle blowing policy would be updated in light of changes to the current whistle blowing legislation set out in the Enterprise and Regulatory Reform Act (ERRA),

The key changes which had been brought about by the ERRA 2013 were as follows:

- that whistle blowing by employees or workers was made in the public interest,
- that an employer could be held liable (vicarious liability) for any detriment inflicted on the whistle blowing employee or worker by his or her colleagues.

The Chief Officer: Human Resources noted that whistle blowing was a very rare occurrence at the Council. Also that the updated policy would be publicised on BORIS and Forest Views, and copies would be available to all employees who do not have access to these.

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

It was reported that UNISON would be holding a recruitment day on 11 October 2013 at Amber House in the morning and Easthampstead House reception in the afternoon. Raffle tickets were on sale and members were encouraged to bring a friend.