

**EMPLOYMENT COMMITTEE
1 JULY 2015
7.30 - 8.05 PM**



Present:

Councillors McLean (Chairman), Allen (Vice-Chairman), Mrs Angell, Mrs Birch, Ms Miller, Mrs Temperton, Virgo and Worrall

Apologies for absence were received from:

Councillors Heydon and Leake

Also Present:

Tony Madden: Chief Officer: Human Resources

Mira Haynes: Chief Officer: Older People and Long Term Conditions

4. Declarations of Interest

There were no declarations of interest.

5. Minutes from previous meeting

RESOLVED that the minutes of the meeting held on 11 February 2015 and 27 May 2015 be approved as a correct record and signed by the Chairman.

6. Urgent Items of Business

There were no urgent items of business.

7. Minutes of Sub Groups

The Committee noted the minutes of the Education Employment Sub-Committee on 3 February 2015 and the Local Joint Committee held on 11 February 2015.

Councillors Allen and Worrall provided the Committee with from update on the Local Joint Committee on 22 June 2015.

8. Restructuring in Adult Social Care, Health & Housing

The Committee received a report on restructuring of the Older People and Long Term Conditions (OPLTC), Community Response & Reablement and the Bridgewell Intermediate Care Unit Teams.

The journey by an individual supported by the Council had been reviewed as a person could potentially be passed from one team to another for different social care reasons. The revised structure would remove the need for "hand-offs" from one professional person or group to another so that the individuals experience of Adult Social Care would be as smooth as possible. Also the process would address the requirements of the Care Act 2014 which promotes people's wellbeing, puts individuals in the centre and supports integrated and co-ordinated care.

The Short Term and the Long Term teams would be combined and restructured into geographical teams based on North and South of the Borough, and a Support Co-Ordinator would be assigned to an individual to support them through their journey within Adult Social Care.

There would be a need for current staff to upskill and so would receive additional training and there were no plans for redundancies. However if roles change significantly and are not regarded as suitable alternative employment or an individual's skills do not reach the required standard, then redeployment or redundancy may be required.

In response to queries the Chief Officer: Older People and Long Term Conditions confirmed that:

- A Support Co-Ordinator would provide support for an individual with their care plan and help them with the social care system.
- Supervisors would monitor shortages of staff on a daily basis.
- Vacancies identified in the Quarterly Service Report for the Adult Social Care department would going out to advert soon. .
- The Co-Ordinator role would be a part of each new post.
- The new restructure would enable the teams to provide more support and work with GPs and other partners.

RESOLVED that

- 1 The proposed changes to the ways of working for Adult Social Care Health & Housing staff outlined in the report be noted.
- 2 The decision on any redundancies (and their funding from the Structural Changes Reserve) which arise as a result of those changes be delegated to the Director in consultation with the Borough Treasurer and the Chairman of the Committee and be reported back to the next meeting of the Committee.

9. **Shared Parental Leave**

The Committee received a report on the on the new legal framework for Shared Parental Leave (SPL) and Shared Parental Leave Pay (ShPP) and the Shared Parental Leave Policy.

The new regulations apply to eligible parents of babies born or children adopted on or after 5 April 2015. These regulations give parents more flexibility in caring for their child during the first year of the child's birth or adoption.

All employees have been advised on the new legal framework and information is available on Boris and expectant mothers will be advised when receiving information about their maternity leave options.

RESOLVED that the Shared Parental Leave policy, which reflects Statutory levels of Shared Parental Leave and Pay be formally adopted.

10. **Annual Performance Report on Retirements and Redundancies**

The Committee considered the Annual Report on Retirements and Redundancies outlining the Council's current policy on severance issues, showing capitalised costs and savings, and reporting on ill-health retirements.

The Committee noted the report.

11. **Date of Next Meeting**

The next meeting would take place on 7 October 2015.

CHAIRMAN

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