

**LOCAL JOINT COMMITTEE  
28 OCTOBER 2015  
4.00 - 4.55 PM**



**Present:**

Councillors Leake (Chairman), Allen and Worrall  
Lorna Cameron, UNISON

**Apologies for absence were received from:**

Councillors Mrs Angell

**Also Present:**

Tony Madden: Chief Officer; Human Resources  
Janet Berry: Head of Community Learning and Skills

**27. Declarations of Interests**

There were no declarations of interest.

**28. Minutes from Previous Meeting**

The minutes of the meeting held on 3 September 2015 were approved as a correct record.

**29. Urgent Items of Business**

There were no urgent items of business.

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

**1) Staff Survey Action Plans**

The Chief Officer; Human Resources reported that the Council wide survey action plan included a number of short, medium and longer term actions to address the six key themes that which had arisen from the results of the staff survey. A number of the short term actions had already been completed and the medium and long term actions were all in train. The Committee noted the action plan and the progress to date.

**2) Severance Policy Options**

Unison commented that they would be disappointed if there was a reduction in the current 1.75 multiplier as a great deal of work had been undertaken to reach agreement of the 1.75 multiplier. Members agreed to take their views forward to the Employment Committee.

**3) Public Sector Exit Payment Cap**

The Committee noted the potential legislative change in the governments approach to public sector severance payments and that further information would be made available once the governments consultation had been completed.

**4) Community Learning Restructure**

The Committee noted the report.

**5) Coral Reef Enhancement Project – Employment Implications**

The Committee noted the report.

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

**Unison Ethical Care Charter**

Unison reported that this Charter had been adopted by a number of local authorities in the country. Unison's position was that whilst they supported the ethos and principles of the Charter, they understood that implementing the Charter may have undesirable outcomes. At worst, the adoption of the Charter could lead to agencies not taking up contracts with the Council.

The Committee noted that many of the principles contained in the Charter were already broadly followed by the Council which had a reputation as a good employer.

**CHAIRMAN**