

**LOCAL JOINT COMMITTEE
10 FEBRUARY 2016
4.00 - 4.25 PM**



Present:

Councillors Leake (Chairman) and Mrs Angell
David Allais, UNISON
Lorna Cameron, UNISON

Apologies for absence were received from:

Councillors Allen and Worrall

Also Present:

Nikki Gibbons, Chief Officer: Human Resources
Mira Haynes: Chief Officer: Older People & Long Term Conditions
Alison Sanders, Director of Corporate Services

38. Declarations of Interests

There were no declarations of interest.

39. Minutes from Previous Meeting

The minutes of the meeting held on 16 December 2015 were approved as a correct record, subject to noting the amendment that the trade unions had chaired the last meeting.

40. Urgent Items of Business

There were no items of urgent business.

41. Employment Committee: Agenda and Related Matters

1) Future Provision of Services – Heathlands Residential Care Home and Day Centre for People with Dementia

The Chief Officer: Older People and Long Term Conditions reported that the public consultation which had included staff involvement had closed on 21 January 2016. The Executive on 9 February 2016 had decided that the care home should be closed and the that services be recommissioned. It was reported that residents and families had been informed and further detailed work with the residents and their families would continue with a view to securing alternative residential, nursing or day care provision.

There had been a meeting with staff and trade union representatives earlier in the day and the Head of Human Resources had attended to answer any questions. Staff would be supported and redeployment opportunities be considered wherever possible.

Trade unions reported that they would work with the management team through this process and support staff members. Trade union representatives recognised that this process had been dealt with very effectively and with great sensitivity throughout by the management team.

The Chairman reported that he would report the comments of the Committee to the Employment Committee. He stated that it had been a difficult process and thanked trade union representatives for their recognition of this.

2) Revenue Budget 2016/17 – Employment Implications

The Chief Officer: Human Resources stated that the report set out proposals in order to make the necessary budget savings. Proposals had already been discussed with staff and trade unions had been consulted.

It was reported that redeployment opportunities would be explored for any staff that were put at risk and staff would be supported throughout the process.

The Director of Corporate Services was invited to speak about the Council's Transformation Programme and she made the following points:

- She reported that it had been a very difficult budget year, the Council had been expecting a 25 – 30% cut in their financial settlement, and the actual cut had been closer to 80%. A £12.5m budget gap was now faced.
- The Council would continue to prioritise through the narrative of the Council Plan and would consider how services could be delivered differently to reduce costs. Further redundancies would be necessary to address the budget gap.
- The Council would also be considering how additional income may be generated as well as considering early intervention and prevention as a means of reducing costs.
- There would be a review of library provision, leisure and arts. The council would also be considering its citizen and customer contact provision across the Council.

The Director was keen that if trade unions had any concerns as the process progressed that they should contact her or the Chief Officer: Human Resources so that any issues could be addressed in a timely way.

42. Matters to be Raised by Trade Unions

No matters were raised.

CHAIRMAN