



NOTICE OF MEETING

Employment Committee

Monday 2 July 2018, 7.30 pm

Council Chamber - Time Square, Market Street, Bracknell, RG12 1JD

To: Employment Committee

Councillor McLean (Chairman), Councillor Allen (Vice-Chairman), Councillors Angell, Mrs Birch, Leake, Ashman, Mrs Temperton, Virgo and Worrall

Non-Voting Co-optee

Councillor Heydon

cc: Substitute Members of the Committee

Councillors Brossard, Dudley, Mrs Hamilton, Dr Hill and Peacey

ALISON SANDERS
Director of Resources

EMERGENCY EVACUATION INSTRUCTIONS

- 1 If you hear the alarm, leave the building immediately.
- 2 Follow the green signs.
- 3 Use the stairs not the lifts.
- 4 Do not re-enter the building until told to do so.

If you require further information, please contact: Hannah Stevenson
Telephone: 01344 352308
Email: hannah.stevenson@bracknell-forest.gov.uk
Published: 21 June 2018



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1JD

Sound recording, photographing, filming and use of social media at meetings which are held in public are permitted. Those wishing to record proceedings at a meeting are however advised to contact the Democratic Services Officer named as the contact for further information on the front of this agenda as early as possible before the start of the meeting so that any special arrangements can be made.

AGENDA

Page No

1. Apologies

To receive apologies for absence and to note the attendance of any substitute members.

2. Declarations of Interest

Members are asked to declare any disclosable pecuniary or affected interests in respect of any matter to be considered at this meeting.

Any Member with a Disclosable Pecuniary Interest in a matter should withdraw from the meeting when the matter is under consideration and should notify the Democratic Services Officer in attendance that they are withdrawing as they have such an interest. If the Disclosable Pecuniary Interest is not entered on the register of Members interests the Monitoring Officer must be notified of the interest within 28 days.

Any Member with an affected Interest in a matter must disclose the interest to the meeting. There is no requirement to withdraw from the meeting when the interest is only an affected interest, but the Monitoring Officer should be notified of the interest, if not previously notified of it, within 28 days of the meeting.

3. Minutes from previous meeting

To approve as a correct record the minutes of the meeting of the Committee held on 20 March 2018 and the minutes of the Annual meeting held on 23 May 2018.

5 - 8

4. Urgent Items of Business

Any other items which, pursuant to Section 100B(4)(b) of the Local Government Act 1972, the Chairman decides are urgent.

5. Update from the Chairman of the Local Joint Committee

A verbal update from the Chairman of the Local Joint Committee.

6. Minutes of Sub Groups

The Committee is asked to note the minutes of the Local Joint Committee held on 20 March 2018.

9 - 10

7. **Exclusion of Public and Press**

To consider the following motion:

That pursuant to Section 100A of the Local Government Act 1972, as amended, and having regard to the public interest, members of the public and press be excluded from the meeting for the consideration of item 8 & 9 which involves the likely disclosure of exempt information under the following category of Schedule 12A of that Act:

- (3) Information relating to the financial or business affairs of any particular person.

8. **Transformation Programme - Library Frontline Staff Restructure**

To provide any consultation comments concerning the latest phase of the Libraries restructure.

11 - 22

9. **Senior Leadership Structure: Redundancies and Pay Structure**

To outline and endorse the changes to the senior leadership structure.

23 - 72

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**EMPLOYMENT COMMITTEE
23 MAY 2018
8.43 - 8.45 PM**

Present:

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

Apologies for Absence were received from:

Councillors Ms Miller

1. Election of Chairman

RESOLVED that Councillor McLean be appointed Chairman of the Employment Committee for the Municipal Year 2018 – 2019.

COUNCILLOR McLEAN IN THE CHAIR

2. Appointment of Vice-Chairman

RESOLVED that Councillor Allen be appointed Vice-Chairman of the Employment Committee for the Municipal Year 2018 – 2019.

3. Appointment of Sub and Advisory Groups

RESOLVED that the following sub-groups and advisory groups be appointed:

**a) Education Employment
Sub Committee of Employment Committee
(6 Councillors)**

Conservative (6)
Allen (Chairman elect)
Mrs Angell (Vice-Chairman elect)
Mrs Birch
Leake
Virgo
Worrall

Non-voting Members of the Teachers Associations:

David Allais (UNISON)
Graham Jackson (NASUWT)
Tom Wheaton (NUT)
Asia Allison (GMB)

**Substitute Members
Conservative (5)**

Angell
Brossard
Dudley
Mrs Hamilton
Vacancy

**b) Personnel Appeals Panel
Sub Committee of Employment Committee
(4 Councillors)**

Any four of the Employment Committee who are available on the day.

**c) Local Joint Committee
Consultative Committee of Employment Committee
(4 Councillors)**

Conservative (4)

Allen
Angell
Leake (Chairman elect)
Worrall

Staff side representatives

David Allais (Unison)
Lorna Cameron (Unison)
Nikki Dancey (GMB)

Substitute Members

Conservative (2)

Ms Gaw
Tullett

CHAIRMAN

**EMPLOYMENT COMMITTEE
23 MAY 2018
8.43 - 8.45 PM**



Present:

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

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COUNCILLOR McLEAN IN THE CHAIR

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Substitute Members

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Ms Gaw
Tullett

CHAIRMAN



**LOCAL JOINT COMMITTEE
20 MARCH 2018
2.02 - 2.32 PM**

Present:

Councillors Allen (Chairman) and Angell
Lorna Cameron, UNISON

Apologies for absence were received from:

Councillors Worrall
David Allais, UNISON
Robert Card, GMB

16. Declarations of Interests

There were no declarations of interest.

17. Minutes from Previous Meeting

The minutes of the meeting held on 14 February 2018 were approved as a correct record.

Arising from the minutes it was noted that the Director of Adult Social Care had provided a response to the Accountable Care Systems which had been included in the agenda. UNISON had passed on the response to the regional office, who had provided a regional response back. It was requested that an electric copy of the regional response be sent to the Chief Officer: Human Resources.

UNISON felt that the Directors response hadn't addressed all concerns raised, in particular they felt it had not addressed their financial concerns. However it was noted that it was hard to address the possible financial concerns as central government had not yet committed nor stipulated the financial changes.

Nathan Morrision, who had written the regional response, would be at the local AGM on Thursday 22 March 2018 talking about the issue. It was agreed that a meeting with the Director would be set up outside of the Local Joint Committee to discuss the issues. Unison would inform the Chief Officer: Human Resources who they would like to be at the meeting.

18. Urgent Items of Business

There were no urgent items of business.

19. Employment Committee: Agenda and Related Matters

1. Social Work Recruitment & Retention Incentives.

The Chief Officer: Human Resources reported that the recruitment and retention of Children's Social Worker pay incentives that the Council had implemented in 2015, in the form of market premia and retention payments were up for review in 2018. Given the successful impact the incentive had to

date in stabilising the team, reducing agency workers and significantly reduced the agency and recruitment costs whilst retaining a stable level of care for children and families in the Borough, the Employment Committee would be asked to extend the incentives until 31 March 2020. During this time the Council would also be undertaking a review to address the challenging recruitment and retention issues across the Council.

UNISON, whilst supportive of the proposal, raised concerns that Social Workers in Adults Social Care were not happy with the proposal as it was not an equal incentive with all Social Workers across the Council which may cause repercussions this time round, as there were a number of issues causing concern. The Chief Officer: Human Resource raised that the market place shortage of Children's Social workers was a national issue, but would ensure that the message would be managed carefully in regards to the Adults Social Workers.

2. Urgent Action Redundancy.

The Chief Officer: Human Resources reported that a request for urgent action had been presented to the Chairman of Employment Committee to consider the proposed redundancy of a Chief Officer. This redundancy was due to transformational changes within the department.

20. Response from the Director of Adults Social Care Health and Housing to UNISON paper circulated at LJC on 15 February 2018.

This item was discussed as part of the matters arising from the minutes of the previous meeting.

21. Matters to be Raised by Trade Unions

No further matters were raised by the Trade Unions.

CHAIRMAN

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

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