

**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