

**LOCAL JOINT COMMITTEE
10 JULY 2019
4.00 - 4.41 PM**



Present:

Councillors Leake (Chairman), Allen, Angell and Wade

Non-Voting Co-optees Present:

David Allais, UNISON

Also Present:

Councillor

Apologies for absence were received from:

Councillors

Lorna Cameron, UNISON

1. Declarations of Interests

There were no declarations of interest.

2. Minutes from Previous Meeting

The minutes from the meeting held on 13 February 2019 were approved as a correct record.

3. Urgent Items of Business

There were no urgent item's of business.

4. Employment Committee: Agenda and Related Matters

i) Social Media Policy

The Head of HR and Employee Experience reported that the council had several protocols and policies that cover staff personal and professional use of social media. Therefore, a fully policy had been drafted to enable staff to understand their responsibilities and what the council considers to be appropriate use of social media both personally and professionally.

The Committee raised a number of points in regards to the Social Media Policy which included:

- The policy needed to be straight forward and simple, the current format tried to include too much.
- UNISON were concerned about the term "politically neutral" as no definition of this was provided nor did it include what was, or what was not acceptable.
- The reference to We love Bracknell was questioned, as surely all groups of this nature should be covered rather than just singling out one. The consensus was it should not be referenced at all.
- All feedback from both LJC and Employment Committee needed to be fed back to the author, to inform a rewrite of the Policy. It was also important that

the author be able to come to the Committee to present the report once rewritten.

- There were concerns that legal were not listed as being involved in any breaches of Law. The Head of HR and Employee Experience stated that if this were to occur then HR and Police would be involved rather than the Communications team, as the Legal department wouldn't be involved with every issue unless necessary.
- UNISON requested that some definitions need to be included. The Head of HR and Employee Experience suggested these should be discussed in CMT.
- It was requested that the document be more user friendly or even an Executive summary be provided.

The Employment Committee did not approve the policy. It should be brought back to the next Employment Committee in October.

ii) Recruitment and Retention

The Head of HR and Employee Experience stated that report outlined the current developments led by HR in relation to Recruitment and Retention. This included the project being undertaken to attract candidates through Branding, Employee Value Propositions (EVP) and the mechanisms available to the Council as tools to enhance the salary package to meet market rates where required to help fill job gaps.

The report also looked at current market premia rates and principles, Job Evaluation as part of a recent review and outlined the principles adopted.

The report asked the Employment Committee to retain market premium payments on the three positions listed within the report and to agree the principles which outlined the Market Premia principles. This included delegating approval of market premium payments to CMT in consultation with the Chairman if there was a need in between Employment Committee meetings, so that potential candidates weren't lost. Only CMT would make these decisions, rather than SLT which had been included in the report in error, this would be amended. There would also be one market premia annual review, which would be brought to the Committee in March 2020

UNISON commented that there needed to be a different solution in place for people that had been receiving Market Premia's for years. UNISON also commented that in regard to the Job Evaluation process there still didn't seem to be a roll for staff to provide feedback. The Head of HR and Employee Experience stated that staff could request and contribute to a regrade and that this could form part of staff appraisal's, as these should cover and look at individual job specifications.

Members stated that the report needed to be simplified and be a factual representation of the required decision and should refer to other documents at the end of report so it is known that it's one of a number of policies which correlate. It was suggested that a simple link would suffice.

iii) HR Policy Review

The Head of HR and Employee Experience explained that the reported provided details of the Human Resources Team including analysis of how individual HR teams supports the Council The report outlined several of the projects currently being undertaken within the team and various priority areas to be explored in the short term.

The policies would be reviewed in order of importance and formed part of a much wider transformation review

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

CHAIRMAN

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