

**LOCAL JOINT COMMITTEE
2 MARCH 2022
4.00 - 4.30 PM**



Present:

Councillors Leake (Chair), Allen and Wade
David Allais, Unison

Apologies for absence were received from:

Lesley Sherwood, Unison

11. Declarations of Interests

There were no declarations of interest.

12. Minutes from Previous Meeting

The minutes of the meeting held on the 8 December 2022, were approved as a correct record.

It was noted that Councillor Allen had been Chair at the previous meeting.

13. Urgent Items of Business

There were no urgent items of business.

14. Employment Committee: Agenda and Related Matters

i. Monitoring the Council's Workforce – 2020/21

Paul Young, Head of HR and Contracted Services provided an overview of the Council's workforce data for Bracknell Forest Council as of 31 March 2021.

The Council had a legal duty to advance equality of opportunity, eliminate unlawful discrimination and promote good relations between people. Part of the legal duty was to report annually on workforce composition.

A summary of the data for Bracknell Forest Council as of 31 March 2021 was included in Annex A to the report.

Paul stated that it was hoped that the report would be brought earlier point next year.

ii. Annual Update of The Council's Pay Statement

Paul Young, Head of HR and Contracted Services presented the annual update of the Council's Pay Statement. Since 2012, and in accordance with the 2011 Localism Act, the Council was required to publish an annual Pay Statement, this also aligned with the requirements of the Transparency Regulations.

Paul explained that the report should be considered at Employment Committee prior to going through to Council. However, given the delay in the Employment Committee to 2 March 2022 this resulted in the need to take the report to Council for approval first to meet the 31 March deadline. The timeline for the report would be brought forward in line with the Monitoring the Council's Workforce for future years.

iii. Evolved Values

Paul Young, Head of HR and Contracted Services gave the group a presentation on Evolved Values.

The previous values and behaviours had not been fully engaged with, the evolved values were detailed on page 61 and were an evolution of values.

The Values defined who the Council was and outlined what was important to the council. They influenced the way the council worked with each other through focus on service delivery, the way the council worked with residents, and engaged with communities and partners.

Unison commented that the values were much better for usability especially for appraisal.

iv. Recruitment of Chief Executive Officer

The group were advised of the arrangements to recruit a permanent Chief Executive to provide management direction in the delivery of the Council's strategy and fulfil the statutory position of Head of Paid Service.

The Chief Executive had announced his intention to retire from the Council in September after 19 years in the position. Discussions had taken place with Councillors for the options available for fulfilling the role and the decision was made to seek recruit for a direct replacement for Chief Executive.

The timeline for the recruitment process was included within the report, the recruitment agent had been approved, and it was hoped the advert would be advertised nationally this week or next week.

Unison raised concerns that they had received feedback from staff that they were apprehensive regarding the change in CEO and praised Tim's work and approach over the pandemic.

v. 2021 Pay Award

It was confirmed that at the start of the week the pay award 2021 had been agreed and would be paid in this financial year. The Unions were aware of the award and supported the proposals.

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

No issues were raised by the Trade Unions.

CHAIRMAN

This page is intentionally left blank