

**LOCAL JOINT COMMITTEE**  
**5 JULY 2023**  
**4.00 - 4.21 PM**



**Present:**

Councillors Allen, Gillbe, Pickering and P Thompson  
David Allais, UNISON  
Pat Kenny, UNISON  
David McMullen, GMB

**1. Declarations of Interests**

There were no Declarations of Interests.

**2. Minutes from Previous Meeting**

The minutes of the meeting held on 08 February 2023, were approved as a correct record.

**3. Urgent Items of Business**

Unison had made a formal request that the Council looked at reconstituting the Health and Safety meetings at the Council.

The Assistant Director: Human Resources & Organisational Development, Paul Young informed the Sub-Committee that work to reconstitute these meetings was already underway and it was agreed that Paul Young would confirm the new arrangements at the next meeting of the Local Joint Committee on 11 October 2023.

**4. Employment Committee: Agenda and Related Matters**

i. Employment Committee Overview Presentation

The Assistant Director: Human Resources & Organisational Development, Paul Young, advised members of the Local Joint Committee to refer to the Employment Committee training session that had occurred on 29 June 2023 and had been made available to watch back.

ii. HR Policy Review

The Assistant Director: Human Resources & Organisational Development, Paul Young, briefed members on proposals to revise policies in 4 areas:

- Adoption Leave
- Shared Parental Leave
- Right to Request Flexible Working updated policies
- Trans and Non-Binary

Paul Young advised that there had been only minimal amendments to the Adoption Leave Policy, these were detailed in section 5.4 of the policy.

Paul Young advised there had been relatively few changes to the Shared Parental Leave Policy, as detailed in section 5.5 of the policy. These changes included the adoption of more inclusive language and linking the policy to the flexible working policy.

Paul Young advised that the changes to the Flexible Working Policy included an update to the appeals procedure, ensuring any appeals would no longer be heard by the Line Manager who had initially rejected the request. Paul also informed the Local Joint Committee that proposed changes to the Flexible Working Policy, as detailed in section 5.6.1 of the policy, had been brought forward to show Bracknell Forest Council's commitment to flexible working.

These Proposals included:

- Allowing employees to request flexible working from Day 1.
- Removing the requirement for employees to explain the effect it would have on their employer.
- Allowing employees to make two flexible working requests per 12 months instead of just one which was previously allowed.

Paul Young also advised the introduction of a Trans and Non-Binary Policy alongside eLearning training for managers.

Unison were supportive of the proposals and wanted to place on record their appreciation for reducing response time on flexible working requests.

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

Unison informed the Local Joint Committee that their ballot on strike action had closed on 03 July 2023.

It was agreed Paul Young would inform the Employment Committee of the results once they had become available.

**CHAIRMAN**