

**LOCAL JOINT COMMITTEE
25 NOVEMBER 2014
4.17 - 4.37 PM**



Present:

Councillors Angell (Chairman), Mrs Angell and Blatchford

Also Present:

Tony Madden, Chief Officer: Human Resources

Apologies for absence were received from:

Miriam Harvey, GMB

The Committee was inquorate but proceeded on an informal basis.

7. Declarations of Interests

There were no declarations of interest.

8. Minutes from Previous Meeting

The minutes of the meeting held on 3 June 2014 were approved as a correct record.

9. Employment Committee: Agenda and Related Matters

The Committee discussed the following items which were to be presented to the Employment Committee on 17 December 2014:

- 1) Pay Policy Statement
- 2) Pay and Workforce Strategy
- 3) Organisational Change Timetable (Information)
- 4) Public Health (Information)
- 5) Workforce Monitoring (Information)
- 6) Pay Award (Information)
- 7) Berkshire Adoption Service (Information)

Pay Policy Statement

Recommendation 2.1 of the report would be amended for the Employment Committee as the national pay award had now been settled so the Bracknell Supplement would be made explicit.

Pay and Workforce Strategy

The Strategy was discussed in detail and the Chief Officer: Human Resources indicated that the basis of it was to match the key challenges and local issues against national issues and resulting from that an action plan would be drafted.

The estimated population of the Borough of 115,058 as at May 2014 would be checked for accuracy and the source of this information.

(Action: Tony Madden)

Organisational Change

Whilst the budget for 2015-16 would not result in any significant number of staff reductions, there as a requirement to ensure that the proper process was followed through the Organisational Change Protocol.

Public Health

The report indicated that Public Health staff had settled into the Council well generally.

Workforce Monitoring

This item was a requirement for the Committee to consider.

Pay Award

The report on pay negotiations would be revised as it had now been settled. For senior staff, there was a two year pay offer of 2% from January 2015 but this did not apply to staff salaries over £100,000 per annum.

Berkshire Adoption Service

Four local authorities in Berkshire, including Bracknell Forest, would provide a joint adoption service which would be hosted by Windsor and Maidenhead.

In response to a Members' question, the following point was made:

- Golden Handcuffs had offered locally to retain children's social workers, although the numbers of children's social workers were low nationally and there was a shortage of them. There were bursaries for graduates but experienced social workers were needed also.

10. Matters to be Raised by Trade Unions

There were no matters raised.

CHAIRMAN