Leicestershire County Council

Minutes of a meeting of the Employment Committee held at County Hall, Glenfield on Thursday, 30 June 2011.

PRESENT

Mr. N. J. Rushton CC (in the Chair)

Mr. R. Blunt CC	Mrs. R. Page CC
Mr. G. A. Boulter CC	Mr. R. J. Shepherd CC
Mr. G. Jones CC	Mr. R. M. Wilson CC

141. Minutes.

The minutes of the meeting held on 23 May 2011 were taken as read, confirmed and signed.

142. Question Time.

The Chief Executive reported that no questions had been received under Standing Order 35.

143. Questions asked by Members.

The Chief Executive reported that no questions had been received under Standing Order 7(3) and 7(5).

144. Urgent Items.

There were no urgent items for consideration.

145. Declarations of Interest.

The Chairman invited members who wished to do so to declare any interest in respect of items on the agenda for the meeting.

No declarations were made.

146. Staff Terms and Conditions.

The Committee considered an oral update from the Director of Corporate Resources concerning the progress made with consultation with the Trade Unions on the proposed changes to staff terms and conditions.

RESOLVED:

That the oral update in respect of the proposals, consultation plan and timeline be noted.

147. Managing Attendance Outturn Performance 2010/11.

The Committee considered a report of the Director of Corporate Resources concerning the Council's outturn performance in respect of staff absence. A copy of the report, marked 'B', is filed with these minutes.

The Director reported that the Council had not achieved its target of 6.50 days absence per FTE for 2010/11. It was noted that this was largely attributable to the significant increase in school employee absence levels. As the school system increasingly moved to an "academy" model, it was felt that the Council would have even less influence in this area.

Absence levels remained comparatively high in the Adults and Communities Department. Members were informed that nationally, the Department's absence performance compared favourably, however it was recognised that further work would be necessary to ensure that absence levels in the Department improved.

RESOLVED:

(a) That the performance of sickness absence levels across the Council for 2010/11 of 7.85 days per FTE be noted;

(b) That, in light of the development of academies, future reports be presented so as to also break down performance by way of academies, other schools and non-schools staff.

148. Leading for High Performance.

The Committee considered an oral update from the Director of Corporate Resources concerning the Leading for High Performance development programme for senior managers. A copy of the report, marked 'C', is filed with these minutes.

RESOLVED:

That the continuation of the Leading for High Performance approach be supported.

149. Secondments (Internal and External) Incorporating "Acting Up" Arrangements Policy and Procedure.

The Committee considered an oral update from the Director of Corporate Resources concerning a revised version of the Secondments (Internal and External) Incorporating "Acting Up" Arrangements Policy and Procedure. A copy of the report, marked 'D', is filed with these minutes.

RESOLVED:

That the Secondments (Internal and External) incorporating "Acting Up" Arrangements Policy and Procedure be approved for immediate implementation.

150. Trade Union Facilities Time.

The Committee considered a report of the Director of Corporate Resources concerning Trade Union facilities time utilised within the County Council. A copy of the report, marked ‘E’, is filed with these minutes.

The Director reported that the Council would continue to support the current Trade Union arrangements for the next two years as the Authority continued through a period of significant change. Members felt that it would be necessary to review the arrangements after this time.

RESOLVED:

That the current arrangements as set out in the report be supported and that it be agreed that a further report on the matter be presented in two years’ time.

151. Organisational Change Policy: Summary of Action Plans.

The Committee considered an oral update from the Director of Corporate Resources concerning the summary of action plans with provision for compulsory redundancy. A copy of the report, marked ‘F’, is filed with these minutes.

RESOLVED:

That the report be noted.

152. Review of Delegated Powers to Heads of Department.

The Committee considered a report of the Chief Executive concerning revisions to the delegated powers of the Chief Executive and Director of Corporate Resources as part of a staged review of delegated powers to Heads of Departments. A copy of the report, marked ‘G’, is filed with these minutes.

The Chief Executive reported that this was the last stage of a phased review of delegated powers which involved the removal, update or consolidation of delegated powers, as appropriate.

RESOLVED:

That those delegated powers which relate to the functions of this Committee, as set out in the appendices to the report, be approved.

153. Exclusion of the Press and Public.

RESOLVED:

That under Section 100(A) of the Local Government Act 1972 the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12A of the Act:-

Item	Exempt under Paragraph Nos.
Early Retirement of the County Solicitor	1, 3 and 10

154. Early Retirement with Employer's Consent.

The Committee considered an exempt report from the Director of Corporate Resources concerning the proposed early retirement of the County Solicitor. A copy of the report, marked ‘H’, is filed with these minutes. The report was not for publication by virtue of Paragraphs 1, 3 and 10 of Part 1 of Schedule 12A of the Local Government Act 1972.

RESOLVED:

That the early retirement of the County Solicitor be approved on the basis set out in the report.

10.00 am - 10.40 am CHAIRMAN
30 June 2011