

Minutes of a meeting of the Employment Committee held at County Hall, Glenfield on Tuesday, 1 November 2011.

PRESENT

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

Mr. G. A. Boulter CC

Mr. R. J. Shepherd CC

Mr. D. W. Houseman MBE, CC

Mr. R. M. Wilson CC

Mrs. R. Page CC

172. Minutes.

The minutes of the meeting held on 14 October 2011 were taken as read, confirmed and signed.

173. Question Time.

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

174. Questions asked by members.

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

175. Urgent Items.

There were no urgent items for consideration.

176. 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.

Mr. R. M. Wilson CC declared a personal, non-prejudicial interest in respect of item 7 as his daughter was part of the County Council's pension scheme (Minute 178 refers).

177. Employee Terms and Conditions.

The Head of Strategic Human Resources reported that consultation had now been extended to include staff employed in schools, colleges and ESPO. The revised proposals put forward now included car park charging at all Council sites (excluding schools) and changes to overtime rates, as alternatives to the proposal to remove sick pay for the first three days of absence.

Letters had been circulated to 9,000 members of staff including school and

ESPO based staff detailing all proposals. Discussions were ongoing with the recognised trade unions in the hope that a collective agreement could be reached. It was hoped that the matter could be brought before the Committee for a final decision at its meeting on 8 December.

RESOLVED:

That the verbal update on the review of the Staff Terms and Conditions be noted.

178. Proposed Changes to the Local Government Pension Scheme.

The Committee considered a report of the Director of Corporate Resources concerning proposals put forward for negotiation at national level with representative trade unions by the Department for Communities and Local Government in relation to the Local Government Pension Scheme. A copy of the report, marked 'B', is filed with these minutes.

Mr. Wilson raised concern in relation to the pension arrangements of staff based at elderly person's homes which were due to be transferred to the private sector. At present, there was no detail on how the pension arrangements of these staff would be affected when they were transferred.

RESOLVED:

- (a) That the proposed changes to the Local Government Pension Scheme and the expected impact on employees be noted;
- (b) That an information note be circulated to members of the Committee clarifying the pension position relating to staff based in elderly person's homes that had been or were due to be transferred.

179. Equality and Diversity - Excellence Standard Feedback.

The Committee considered a report of the Director of Corporate Resources updating the Committee on a report receiving from the Local Government Improvement and Development Agency which assessed the County Council against the Equality Framework for Local Government. A copy of the report, marked 'C', is filed with these minutes.

It was reported that a good deal of communications had already been carried out with staff to publicise the achievements of the Council in attaining the 'Excellence' rating for Equality and Diversity.

RESOLVED:

That the feedback provided by the Local Government Improvement and Development Agency on the Council's Equality Framework for Local Government assessment be noted.

180. Apprenticeship Strategy.

The Committee considered a report of the Director of Corporate Resources concerning proposals to increase the number of apprenticeships in the Council to 100 on a rolling programme which commenced in September 2011. A copy of the report, marked 'D', is filed with these minutes.

Arising from discussion, the following points were noted:

- Apprentices would receive a graded salary;
- Staff in existing posts who were to be taken on as apprentices would gain a full NVQ qualification and be entitled to further training opportunities;
- There were in excess of 190 models of apprenticeships. The County Council had agreements with local colleges to provide a good proportion of them and it was hoped that the scheme could be widened in future to include a greater number of sections within departments.

RESOLVED:

- (a) That the commitment to increase the number of apprenticeships at the Council to 100, on a rolling programme be supported;
- (b) That a progress report be submitted to the Committee in six month's time;
- (c) That a report be circulated to members of the Committee indicating the number of apprenticeships involving new members of staff and, of those, the number who were previously unemployed.

181. Organisational Change Policy and Procedure.

The Committee considered a report of the Director of Corporate Resources seeking approval to revisions to the Organisational Change Policy and Procedure. A copy of the report, marked 'E', is filed with these minutes.

RESOLVED:

That the revised Organisational Change Policy and Procedure be approved.

182. Organisational Change Policy: Summary of Action Plans.

The Committee considered a report of the Director of Corporate Resources presenting a summary of current and completed action plans which contain provision for compulsory redundancy. A copy of the report, marked 'F', is filed with these minutes.

RESOLVED:

That the report be noted.

183. 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:-

ItemExempt under Paragraph Nos.

Exempt Minute 171 of the Meeting held on 14 October 2011  
4 and 10”

184. Exempt Minute 171 of the Meeting held on 14 October 2011 - Terms and Conditions of Service.

The Committee considered exempt minute 171 of the meeting held on 14 October 2011, a copy of which was circulated to members. The minute was not for publication by virtue of paragraphs 4 and 10 of the Local Government Act 1972.

The exempt minute was taken as read, confirmed and signed.

11.00 am - 11.30 am  
01 November 2011

CHAIRMAN