

Minutes of a meeting of the Employment Committee held at County Hall, Glenfield on Wednesday, 11 January 2012.

PRESENT

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

Mr. R. Blunt CC

Mr. G. A. Boulter CC

Mrs. J. Fox CC

Mr. D. Jennings CC

Mr. G. Jones CC

Mr. R. J. Shepherd CC

Mr. R. M. Wilson CC

194. Minutes.

The minutes of the meeting held on 8 December 2011 were taken as read, confirmed and signed.

195. Question Time.

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

196. Questions asked by members.

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

197. Urgent Items.

There were no urgent items for consideration.

198. 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.

Mrs. J. Fox CC declared a personal non-prejudicial interest in respect of item 8 as her daughter was a head teacher and her son-in-law a teacher (Minute 201 refers). The review of terms and conditions would affect teaching staff.

199. 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.

Terms and Conditions
4 and 10.”

200. Terms and Conditions.

The Committee considered a report of the Director of Corporate Resources seeking a decision on the final proposals in relation to the County Council’s review of terms and conditions, prior to the final stage of negotiation with the recognised trade unions. The report was exempt under paragraphs 4 and 10 of the Local Government Act 1972. A copy of the report, Marked ‘B’, is filed with these minutes.

The Director of Corporate Resources reported that the Council wished to achieve a collective agreement with the trade unions on the review of terms and conditions. The proposals now being recommended to the Committee would achieve a saving of £2.4 million – within the commitment set out in the Medium Term Financial Strategy.

Changes to sick pay arrangements and the introduction of car parking charges at County Council sites had been removed from the proposal, however there would be a need to review travel plans at all County Council sites and parking provision over the coming year. Members expressed some concern about possible further action, however the Director explained that the financial situation facing the Council was such that it could not be guaranteed that the Council would not need to review terms and conditions in the future.

If the Council was unable to reach a collective agreement it had been made clear to the trade that the proposed changes to sick pay and reduction of protection arrangements for the removal of the essential car user lump sum would be proceeded with. A decision was expected from the trade unions in early February and members were assured that staff and the Committee would be kept fully informed of progress.

RESOLVED:

That the final proposals and implementation terms as outlined in the Appendix to the report be approved for the final stage of consultation on the County Council's review of staff terms and conditions.