

Minutes of a meeting of the Employment Committee held at County Hall, Glenfield on Thursday, 7 March 2013.

PRESENT

Mr. J. B. Rhodes CC (in the Chair)

Mr. G. A. Boulter CC
Mr. G. A. Hart CC
Mr. G. Jones CC

Mrs. R. Page CC
Mr. R. J. Shepherd CC
Mr. R. M. Wilson CC

244. Minutes.

The minutes of the meeting held on 18 October 2012 were taken as read, confirmed and signed.

245. Question Time.

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

246. Questions asked by members.

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

247. Urgent Items.

There were no urgent items for consideration.

248. 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.

249. Staff Survey 2012 - Action Plan update.

The Committee considered a report of the Director of Corporate Resources concerning an update in respect of the Staff Survey 2012 Action Plan. A copy of the report, marked 'B', is filed with these minutes.

Arising from the discussion, the following points were noted:

- It was felt that there should be a consistent approach to dealing with the actions arising from the Staff Survey, and therefore, the Environment and Transport Department should produce a specific action plan in

response to the Staff Survey, rather than combining the actions with its Investors in People Action Plan;

- Communicating difficult messages to staff associated with the Council's financial situation and the need for efficiency savings had proved to be challenging, though every effort was being made to ensure that staff were well informed in regard to actions arising from the Staff Survey;
- It was hoped that the issue of staff car parking would be addressed with additional parking, which was due to be made available in the summer. Proposals were being discussed in relation to the freeing up of spaces based around the needs of those who were required to work more flexibly than others, such as those with child caring responsibilities.

RESOLVED:

- (a) That the progress made against the Staff Survey Action Plan be noted;
- (b) That it is the view of this Committee that there should be a consistent approach by Departments to the matter and that the Environment and Transport Department should therefore produce a specific action plan in response to the Staff Survey.

250. Managing Attendance - Quarters 2 and 3.

The Committee considered a report of the Director of Corporate Resources concerning an update on the overall County Council and departmental performance in relation to sickness absence for the period 1 July to 30 September 2012 (Q2) and 1 October to 31 December 2012 (Q3). A copy of the report, marked 'C', is filed with these minutes.

The Committee was concerned by the recent rise in sickness absence rates although the latest indications gave some room for optimism that the year-end position would show some improvement. Additional resources had been allocated to the employment of an officer on a one year fixed-term contract to work with managers to ensure that tackling sickness absence was given due priority.

RESOLVED:

That the performance of sickness absence levels across the Council for quarter 3 of 8.62 days per full-time employee be noted.

251. The Counselling and Wellbeing Service.

The Committee considered a presentation by the Director of Corporate Resources on the Counselling and Wellbeing Service. A copy of the slides forming the presentation is filed with these minutes, marked 'P'.

It was felt that elected members may also benefit from the support offered, particularly in relation to weight loss and stress/pressure management.

RESOLVED:

That the presentation be noted and the Committee expresses its full support behind the good work being carried out by the Counselling and Wellbeing Service.

252. Health, Safety and Wellbeing Update.

The Committee considered a report of the Director of Corporate Resources concerning the recent Occupational Health Safety Assessment Series (OHSAS) 18001 accreditation. A copy of the report, marked 'D' is filed with these minutes.

RESOLVED:

That the report be noted and that the Health, Safety and Wellbeing Service be congratulated for achieving the OHSAS 18001 Management System accreditation.

253. Pay Policy Statement 2013/14.

The Committee considered a report of the Director of Corporate Resources concerning the Council's Pay Policy Statement 2013/14. A copy of the report, marked 'E', is filed with these minutes.

RESOLVED:

That the Councils' Pay Policy Statement 2013/14 be approved for submission to the full County Council at its meeting on 20 March.

254. Review of the Flexible Working Policy.

The Committee considered a report of the Director of Corporate Resources concerning a proposal to review the Flexible Working Policy. A copy of the report, marked 'F' is filed with these minutes.

RESOLVED:

That the proposed review of the Flexible Working Policy be supported.

255. Organisational Change Policy: Summary of Action Plans.

The Committee considered a report of the Chief Executive regarding the summary of current Action Plans which contained provision for compulsory redundancy, and progress with their implementation. A copy of the report, marked 'G', is filed with these minutes.

RESOLVED:

That the report be noted.

256. Date of Next Meeting.

It was NOTED that the next meeting of the Committee was scheduled to take

place at 10.00am on 20 June 2013.

10.00 am - 11.30 am
07 March 2013

CHAIRMAN