

Minutes of a meeting of the Employment Committee held at County Hall, Glenfield on Thursday, 17 September 2020.

PRESENT

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

Ms. L. Broadley CC  
Ms. Betty Newton CC

Mr. I. D. Ould OBE CC  
Mr. R. J. Shepherd CC

1. Appointment of Chairman.

*At the County Council meeting on 8 July 2020 Mr. J. B. Rhodes CC was nominated as Chairman elect of the Employment Committee.*

It was moved by Mr Shepherd and seconded by Mr. Ould that Mr. J. B. Rhodes be elected Chairman of the Employment Committee for the period ending with the date of the Annual Meeting of the County Council in 2021.

**RESOLVED:**

That Mr. J. B. Rhodes CC be elected Chairman of the Employment Committee for the period ending with the date of the Annual Meeting of the County Council in 2021.

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

2. Election of Deputy Chairman.

Nominations for the position of Deputy Chairman were sought. Mr. Shepherd was nominated by Mr. Rhodes and seconded by Mr. Ould.

**RESOLVED:**

That Mr. R. J. Shepherd CC be elected Deputy Chairman of the Employment Committee for the period ending with the date of the Annual Meeting of the County Council in 2021.

3. Minutes of the previous meeting.

The minutes of the meeting held on 6 February 2020 were taken as read, confirmed and signed.

4. Question Time.

The Chief Executive reported that no questions had been received under Standing Order 34.

5. Questions asked by members under Standing Order 7(3) and 7(5).

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

6. Urgent items.

There were no urgent items for consideration.

7. 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.

8. Covid-19 - Staff Wellbeing Update.

The Committee considered a report of the Director of Corporate Resources concerning the actions taken to ensure staff wellbeing as a result of the impact of the coronavirus pandemic. A copy of the report, marked 'Agenda Item 8', is filed with these minutes.

Members were informed that the Wellbeing Survey had been launched and was open to staff until October. It was hoped that the outcome would indicate the impact of the wellbeing support that it had been put in place for staff.

Mr. Rhodes said that he had visited the office to see the new working arrangements in place and commended the new Covid-safe layout. He was reassured that staff were able to work from home and, on the day he visited the office this totalled 3,000 staff, ensuring the continued delivery of services.

In response to questions the Director informed members that there were technical tools in place to monitor productivity levels, which had generally increased for staff working from home, but that managers had a vital role to play in ensuring the continued delivery of services, through good leadership and performance management, including keeping in touch with people to ensure their wellbeing. There had been a great deal of support put in place to help managers with managing staff remotely.

Mr Rhodes informed members that he had asked for a report to be presented to a future Employment Committee detailing the tools available to managers to ensure productivity was managed.

**RESOLVED:**

That the actions taken so far and future next steps outlined in the report to support staff wellbeing during the Covid-19 pandemic, be noted.

9. Attendance Management.

The Committee considered a report of the Director of Corporate Resources which provided an update on the County Council's overall position on sickness absence as at the end of June 2020. A copy of the report, marked 'Agenda Item 9', is filed with these minutes.

Members were informed that all Departments had seen a reduction in the levels of sickness absence. The Chief Executive's Department and Public Health were below the corporate target of 7.5 days per FTE. Regarding the Intensive Support Project, officers had conducted extensive communications with managers to ensure support was available across the Council. The most complex cases were targeted and a positive impact was evident.

The impact of Covid-19 on sickness absence and the trends evident was being monitored. For example, the data showed that there was less sickness due to Musculo-skeletal, back and neck problems and this was being explored; whilst other forms of sickness had increased. Officers would continue to monitor trends.

Mr. Rhodes said that it was encouraging that levels of sickness had reduced.

**RESOLVED:**

That the update provided on the County Council's overall position on sickness absence as at the end of June 2020, particularly the update on the new Performance Management Intensive Support Project, be noted.

10. Pay Policy Statement 2021-22.

The Committee considered a report of the Director of Corporate Resources seeking approval for the submission of the Pay Policy Statement for 2021/22 to the County Council for approval in December 2020. A copy of the report, marked 'Agenda Item 10', is filed with these minutes.

Members were informed that, following consideration of Agenda Item 11 'Pay Awards 2020-21' by the Committee, officers would revise Appendix B prior to submission to the County Council.

It was moved by Mr. Rhodes and seconded by Mr Shepherd that the Pay Policy Statement 2021/22 be approved, subject to Appendix B being replaced with the revised Pay and Grading Structure, for submission to the County Council for approval at its meeting in December 2020. The Motion was supported unanimously.

**RESOLVED:**

That the Pay Policy Statement 2021/22 be approved, subject to Appendix B being replaced with the revised Pay and Grading Structure, for submission to the County Council for approval at its meeting in December 2020.

11. Pay Awards 2020-21.

The Committee considered a report of the Director of Corporate Resources seeking approval for the implementation of the 2020/21 Pay Awards for staff on NJC terms and conditions, Chief Officers and Chief Executives. A copy of the report, marked 'Agenda Item 11', is filed with these minutes

In response to questions, members were informed that the 2.75% increase would be applied to each pay point for all grades of staff.

It was moved by Mr. Rhodes and seconded by Mr Shepherd that the 2020/21 pay awards for NJC staff, Chief Officers and the Chief Executive be implemented and the additional actions to be taken by the national negotiators in addition to the agreements on pay, be noted. The Motion was supported unanimously.

**RESOLVED:**

That the 2020/21 pay awards for NJC staff, Chief Officers and the Chief Executive be implemented and the additional actions to be taken by the national negotiators in addition to the agreements on pay, be noted.

12. Organisational Change Policy and Procedure: Summary of Action Plans.

The Committee considered a report of the Chief Executive which presented an update on the current Action Plans which contained provision for compulsory redundancy and details of progress with their implementation. A copy of the report, marked "Agenda Item 12", is filed with these minutes.

**RESOLVED:**

That the update provided on the current Action Plans which contain provision for compulsory redundancy, and details of progress in their implementation, be noted.

13. Date of Future Meetings.

The next meeting of the Committee is scheduled to be held on 3 December 2020 at 10:00am.

Future meetings will be held on:

- 4 February 2021
- 13 May 2021
- 16 September 2021
- 2 December 2021

10.00 - 10.45 am  
17 September 2020

CHAIRMAN