

Minutes of a meeting of the Employment Committee held at County Hall, Glenfield on Monday, 23 May 2011.

PRESENT

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

Mr. R. Blunt CC

Mr. G. A. Boulter CC

Mr. G. Jones CC

Mr. P. G. Lewis CC

Mr. W. Liquorish JP CC

Mr. R. M. Wilson CC

132. Election of Chairman.

RESOLVED:

That Mr. N. J. Rushton CC be elected Chairman for the period ending with the Annual Meeting of the County Council in 2012.

133. Appointment of Deputy Chairman.

RESOLVED:

That Mr. R. Blunt CC be appointed Chairman for the period ending with the Annual Meeting of the County Council in 2012.

134. Minutes.

The minutes of the meeting held on 31 March 2011 were taken as read, confirmed and signed.

Mr. Boulter raised an issue in relation to the answer given to question 2 of Minute 124, in which it was confirmed that a dispute had been raised by Unite the Union in relation to an action plan for the Youth Service Review. A Dispute Panel made up of elected members had been held in April to hear evidence from Unite and management representatives. Mr. Boulter requested an update on the outcome of the meeting to be given for the record. The details were reported as follows:-

- Having carefully considered the submissions put forward by Unite and the Management side at a meeting on 4 April, the Panel did not believe that a sufficient case had been made to justify any review or reconsideration of the decisions taken and that the relevant bodies should be informed accordingly;
- However, the Panel did believe that there were important lessons to be learnt in terms of better documentation of the discussions held with young people as part of the consultation process. The Panel further believed that it was especially important to ensure that proper

documentation of Equality Impact Assessment processes would take place in the future.

135. Question Time.

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

136. Questions asked by members.

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

137. Urgent Items.

There were no urgent items for consideration.

138. 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.

139. Exclusion of the Public.

It was moved by the Chairman, seconded and carried:-

“That under Section 100A 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 the following paragraphs of Part 1 of Schedule 12A of the Act:-

<u>Item</u>	<u>Paragraph No</u>
Review of Staff Terms and Conditions	4 and 10”.

140. Review of Staff Terms and Conditions.

The Committee considered an exempt oral report by the Director of Corporate Resources outlining proposed changes to modernise staff terms and conditions arising from a review that had been requested by the Council’s Corporate Management Team. The report was not for publication by virtue of Paragraphs 4 and 10 of Part 1 of Schedule 12A of the Local Government Act 1972.

One of the key themes of the Council's People Strategy 2010-2013 was to develop a fair, modern and affordable employment package that helped to recruit, retain and reward staff at all levels in the Council whilst demonstrating value for money to the taxpayer. Within the Council’s Medium Term Financial Strategy 2010/13, the Council had committed to saving between £2 million and £6 million through changes to staff terms and conditions.

A discussion took place on the proposals that had been put forward by the Corporate Management Team. During the course of the discussion, members were given an assurance that the Committee would be kept informed of progress arising from the commencement of negotiations with trade unions in June and consultation with the workforce.

RESOLVED:

- (a) That the proposals arising from the Council's review of staff terms and conditions be noted as a basis for negotiation with the trade unions;
- (b) That the timescale and strategy for negotiation with the trade unions and consultation with the workforce be agreed;
- (c) That it be noted that members of the Committee will be kept informed of developments by email and through progress reports to future meetings and that additional meetings will be convened as necessary to deal with significant issues should they arise.

10.00 am - 11.20 am
23 May 2011

CHAIRMAN