

Employment & Appeals Committee – Meeting held on Wednesday 10th April, 2019.

Present:- Councillors Brooker (Chair), N Holledge, Hussain and Sabah

**Apologies for
Absence:-** Councillor Chaudhry, Bains and Bedi

PART 1

30. Declarations of Interest

None.

31. Minutes of the Meeting held on 24th January, 2019

The minutes of the meeting held on 24th January, 2019 were taken as read and agreed as a correct record.

32. Temporary Agency Staff - Progress on Implementation and Baseline Monitoring

The Committee considered a report detailing the Council's spend on temporary agency staff contracts via Matrix for quarter 4 of 2018/19.

The report set out spend on interims as identified from the Matrix spend report £3,472,580 (Quarter 4 2018/9). Members were advised that spend registered outside of Matrix through the Council's Agresso payments system for the same period totalled £1,104,472 for January to March 2019. There were currently 250 interims employed but not all were on full time contracts. This figure was down by 42 on the last report to the Committee.

As requested by the Committee the report also included information about tenure of agency staff over 1 year.

The Committee discussed the information in the report and noted that further work needed to be undertaken to:

- Provide a breakdown of figures for interims employed to work on special projects as opposed to backfilling vacancies
- Identify whether sufficiently robust procedures were in place to end contracts once work was completed
- Provide a cost comparison/consideration between having interims versus employing a member of staff
- Identify the feasibility of establishing a 'pool' of administrators across the Council – Members were advised that work was in progress on this

The Committee requested that reports showed figures from the last meetings to allow the Committee to identify trends.

Employment & Appeals Committee - 10.04.19

Resolved:

- (a) That the report be noted;
- (b) That the report to the next meetings of the Committee include
 - a breakdown of figures for interims employed to work on special projects as opposed to backfilling vacancies
 - information on whether sufficiently robust procedures were in place to end contracts once work was completed
 - a cost comparison/consideration between having interims versus employing a member of staff
 - information on / progress made on establishing a 'pool' of administrators across the Council
 - Figures from previous meetings

33. Progress on Implementation of the NJC Pay Award 2019/2020

The Committee received a report setting out information on the Council's implementation of the pay award for 2019/2020.

Members were advised that the NJC pay agreement for 2018/2020 had included the introduction of a new pay spine to be implemented on 1st April, 2019.

People Services had been working with trades union colleagues, Finance any payroll to agree the approach for implementation with the main principle of ensuring that staff did not have a detriment in their pay.

Individual letters had been sent out to affected employees informing them of the change,

Resolved that the Report be noted.

34. Organisational Development (OD) Programme Update

The Committee received an update report on the current 2018/19 OD Programme and the key transformation projects that are in progress.

The report set out details of the 'Being Manager Smart' two year programme, the mandatory training that was required to be undertaken by all employee, an update on the appraisal/performance review system and the recognition and reward scheme that had been created.

Resolved that the report be noted.

35. Members' Attendance Record

Noted.

Employment & Appeals Committee - 10.04.19

36. Date of Next Meeting - 18th June, 2019

The Chair advised that this would be the last meeting of the Committee this municipal year. The Chair thanked Committee members for their work over the year and their contribution to the Committee.

Resolved to note that the next meeting of the Committee was 18th June, 2019.

Chair

(Note: The Meeting opened at 6.30pm and closed at 7.10pm)