

Members/Trades Unions Joint Consultation & Safety Panel

Minutes of the meeting held on Thursday 17 March 2016 at Riverside House, Milverton Hill, Royal Leamington Spa at 4.30pm.

At the start time for the meeting it was inquorate because only one Councillor from the Employer's side was present. At 5.00pm Councillor Parkin arrived by which time (Mr Crump) a member of the Trades Unions' representatives had left but two were still present and therefore the meeting was quorate. It was agreed to proceed with the meeting to record the informal discussions that had already taken place.

Present:

Employer's representatives: Councillors Coker and Parkins.

Trades Unions' representatives: Mr Lynch and Mr Chapleo.

Also present: Graham Leach (Democratic Services Manager & Deputy Monitoring Officer), Tracy Dolphin (HR Manager), Elaine Priestley (Senior HR Officer), Tracy Darke (Head of Development Services), and Chris Elliott (Chief Executive).

Apologies for absence were received from Councillor Heath and Mr Crump.

13. **Appointment of Chair**

It was the Trades Unions' turn to Chair the meeting, however, in the absence of their Chairman, the Democratic Services Manager & Deputy Monitoring Officer led the discussions.

14. **Declarations of Interest**

There were no declarations of interest made.

15. **Minutes**

The consideration of the minutes of the meeting held on 24 February 2016 was deferred until the next meeting.

Part One **Health & Safety Matters**

16. **Corporate Health & Safety**

The report was deferred until the next meeting.

Part Two **Joint Consultative Matters**

17. **Terms and Conditions Review**

A joint statement from Unison and the Council's Management Team had been circulated to the Panel before the start of the meeting. This explained the

details of a revised final offer in respect of the Essential Car User Allowance. This proposal was now being consulted on with the Trades Unions' members.

The Trades Unions' representative explained that there had been lots of learning points from the project for both sides which were being reviewed and would be acted on. To-date, 26% of UNISON members had responded to the revised offer in respect of the Essential Car User Allowance and it was anticipated that this offer would be accepted.

He emphasised that lots of conversations had taken place over a short period of time and this had placed a lot of pressure on a lot of people to achieve a satisfactory resolution. However the Unions welcomed that there would be a staff pay and benefits review, which would include a representative from the Trade Unions and the Finance Service Area..

The Senior HR Officer took the opportunity to formally thank the work of the Trade Unions for their work on this matter, particularly Mr Crump.

Councillor Coker emphasised to the Panel that, so far, these were negotiations between officers and Trades Unions, but the final decision would be taken by Members. While recognising both sides had revised their position, a further improved offer would unlikely be supported politically and a request for one could see the improved offer withdrawn. Politically, the view was that the final offer was very good in comparison to other authorities and all should be mindful of this. That said, the work of the Trades Unions and Officers on this should not be undervalued and but Councillors acknowledged what had been achieved.

The Trade Unions confirmed that there would be an official response by 3.00pm on Wednesday 23 March 2016.

Resolved that the report was noted.

(The meeting ended at 5.15pm)