

# MEMBERS/TRADES UNIONS JOINT CONSULTATION AND SAFETY PANEL

Minutes of the meeting held on Wednesday 28 November 2007 at Riverside House, Royal Leamington Spa at 4.30 p.m.

## **PRESENT:**

**Employers' side:** Councillors Barrott, Copping and Kirton (Chair)

**Trades Unions' side:** Mr A E Foster (Chair), Mr A Crump, Mr J Lynch and Mrs J Webb

It was the Employers turn to Chair the meeting so Councillor Kirton took the Chair for the meeting.

## **642. DECLARATIONS OF INTEREST**

There were no declarations of interest

## **643. MINUTES AND MATTERS ARISING**

The minutes of the meeting held on 18 April 2007 were taken as read and signed by the Chair as a correct record.

## **644. DISCRETIONARY PAYMENTS MULTIPLIER**

The Panel considered a report from the recognised Trades Unions (MPO/GMB and Unison) of Warwick District Council with regard to the Employment Committee decision, of 18 September 2007, not to increase the discretionary payments multiplier from 2.0 to 2.3.

The matter had been raised at the previous meeting of this Panel in October 2007, at which point the matter had been deferred to allow the Unions to produce a report for consideration.

The introduction of age discrimination regulations meant that a revised scheme for redundancy payments needed to be introduced. The aim of the new scheme for redundancy payments was that it should be fair, equal and that financially neutral compared to the previous scheme for either the employer or the employee.

The recognised Trades Unions, having taken advice from their respective head offices and the pension authority, were of the agreement that the redundancy multiplier should be between 2.2 and 2.3 to be financially neutral compared to the previous scheme.

Other local authorities within Warwickshire recognised this and chose multipliers of either 2.2 or 2.3, except Rugby who chose a multiplier of 2.7.

Therefore not only did Warwick District Council set the lowest multiplier in Warwickshire but because the scheme was not financially neutral in comparison to the previous scheme, it went against the aims and objectives of the new regulations to be fair, equal and financially neutral.

The Unions also expressed concern in their report that Warwick District Council being the only excellent District/Borough Council in Warwickshire had still set such a low rate especially when this Council's aim was to be in the top 100 employers in the country.

For Employment Committee to reconsider their decision within six months there would be a need for 10 Councillors to sponsor a notice of motion asking for the decision to be reconsidered.

The Councillors on the Committee were in agreement to support the notice of motion and agreed to discuss it with other Councillors to find seven more Members of the Council who were willing to support it.

The representatives of the recognised Trades Unions thanked the Councillors for their consideration and support on this matter.

**RESOLVED** that the Employment Committee be asked to reconsider their decision with regard to the redundancy multiplier, in the form of a notice of motion to their meeting on 17 December 2007.

#### **645. BUILDING ON EXCELLENCE REDEPLOYMENT PROCESS**

The Panel considered a report from the Acting Strategic Director for Customer Information and Advice updating them on the revised timetable for the redeployment process to accommodate the slippage from the original programme.

Acting Strategic Director for Customer Information and Advice informed the meeting that to date the timetable was running to schedule apart from a delay in receiving the evaluation of the Heads of Service job descriptions. The evaluation of these posts had now been completed. The Chief Executive had personally emailed all affected to apologise for the delay and had also spoken to individual involved.

Questions were asked of the Acting Strategic Director for Customer Information and Advice by the MPO/GMB representative and the following were the main points covered:

- No matching process would be undertaken for the heads of service posts and anybody applied for any post they would be given an interview;
- all Heads of Service post interviews would be with the Chief Executive and the relevant Strategic Director;
- all non heads of service posts would form part of the matching exercise; and

- all candidates would be informed of the outcome of the interviews prior to Christmas.

Concern was expressed with regards to the transparency of the process particularly the interviews. The Acting Strategic Director for Customer Information and Advice agreed to meet with the Unions prior to the interviews and agree on a process which would ensure transparency and a report on the process would be submitted to this panel in January 2008. If a process could not be agreed an additional meeting of this panel would be arranged to discuss the issue.

**RESOLVED** that

- (1) the content of the report be noted; and
- (2) a further report be submitted to the panel in January 2008 updating them on the redeployment process.

(The meeting ended at 5.15pm)