

MEMBERS/TRADES UNIONS JOINT CONSULTATION AND SAFETY PANEL

Minutes of the meeting held on Tuesday 8 January 2008 at Riverside House, Royal Leamington Spa at 4.30 p.m.

PRESENT:

Employers' side: Councillors Kirton (Chair), Barrott and Scarrott.

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

Apologies for absence were received from Councillor Copping and Mr J Lynch.

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

783. DECLARATIONS OF INTEREST

There were no declarations of interest

784. MINUTES AND MATTERS ARISING

The minutes of the meeting held on 3 October 2007 were taken as read and signed by the Chair as a correct record.

Under matters arising, members asked if the item Risk Assessment – Town Hall Parking, resolution (2) had been completed. This was a request to Warwickshire County Council asking them to consider, as part of the review of on street parking that the restrictions on parking along Regent Grove and Hamilton Terrace, Leamington Spa finish at 6pm. It was confirmed that this had been done and was due to come in to effect in the near future, but no dates had been given.

Members were keen to receive feedback following the notice of motion and report on the Discretionary Payments Multiplier which was submitted to Employment Committee on 17 December 2007. The notice of motion was approved in principle and was recommended to show the actual calculation of neutrality. It was agreed that a report be submitted back to the Employment Committee detailing the actual cost of the back pay and the legality of it. The Acting Strategic Director for Customer Information and Advice was waiting to receive advice and information on this matter and a report would be submitted to the special meeting of the Employment Committee on 15 January 2008.

785. ACCIDENT REPORT

The Panel considered a report from the Health and Safety Adviser which summarised incidents for the period starting in September 2007 to the end of November 2007.

The report summarised applicable incidents for the period specified above, in a format which would be useful to members and staff and would allow comparative accident data to be tracked over time.

RESOLVED that the report be noted.

786. REVIEW OF BUILDING ON EXCELLENCE REDEPLOYMENT PROCESS

The Panel considered a report from the Acting Strategic Director for Customer Information and Advice which provided an opportunity for discussion on the process of redeployment now the selection procedure had been completed.

The timetable for the redeployment process had been presented to the meeting of this Panel on 28 November 2007 and was adhered to, except for an unavoidable delay in obtaining the results from Hay Consultants for the evaluations for the Heads of Service posts; all staff however were aware of the grading of the posts before they applied for the positions.

The outcome of the whole redeployment process would be reported to the Employment Committee on 15 January 2008 along with any comments that the Members Trades Union Joint Consultation and Safety Panel wished to make.

Discussions would continue with the individuals who had not yet been matched to a post to ascertain whether there were any suitable alternatives available. If this was not the case then the report to the Employment Committee would request to recommend to the Executive that those individuals be made redundant. All people affected would be guaranteed a minimum of three months security of employment under the redeployment agreement.

Members of the Panel showed concerns on the lack of time given to comment on reports. They thought that it was unacceptable to be expected to consult and approve reports within such short time periods, e.g. 24 hours.

Members of the Trades Unions expressed that under 6.4 of the report, they wished to have members involved. However, they were informed that this would delay the process further.

RESOLVED that

- (1) the content of the report and the above comments be noted; and

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(Continued)

- (2) a report be submitted back to this Panel at its meeting on 16 April 2008, to review the process and to decide how it could best be scrutinised.

(The meeting ended at 5:00pm)