

# **MEMBERS/TRADES UNIONS JOINT CONSULTATION AND SAFETY PANEL**

Minutes of the meeting held on Wednesday, 16 April 2008, at Riverside House, Royal Leamington Spa at 4.30pm.

## **PRESENT:**

Employers representatives: Councillors Barrott, Copping and Mrs Scarrott.

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

An apology for absence was received from Councillor Kirton.

(It was the Trades Unions turn to Chair the meeting, so Mr A E Foster took the Chair for the meeting)

## **37. DECLARATIONS OF INTEREST**

There were no declarations of interest.

## **38. MINUTES & MATTERS ARISING**

The minutes of the meetings held on 28 November 2007 and 8 January 2008 were taken as read and signed by the Chair as a correct record.

It was reported by the Head of Organisation Development and Performance Improvement that the parking restrictions along regent grove would end at 6.00pm however this was being carried out by Warwickshire County Council as Highway authority and therefore Warwick District Council had no control over the timescale for its implementation.

It was reported by the Head of Organisation Development and Performance Improvement that the discretionary payment multiplier had been set by the Employment Committee as 2.3 and back dated to 17 December 2007. Mr Crump reported that the members of Unison had expressed disappointment about this decision as the main reason for raising this issue was to ensure equality for the car park inspectors who had left before 17 December 2007. For this reason the car park inspectors were seeking legal advice on this decision from the regional office. Unison thanked the Councillors on the Panel and those who had supported the increase in the discretionary multiplier to 2.3.

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**MINUTES (Continued)**

Mrs Webb, expressed concern regarding the report on the review of building on excellence redeployment process which had not been submitted for consideration at this meeting. It was reported by the Head of Organisation Development and Performance Improvement that the reason for this was because since the last meeting she had been acting as strategic director and head of Human resources and following discussion with Mr Crump it was agreed that this report could be delayed to allow for the inclusion of the views of those who had been affected by building on excellence. The only person who would have left the authority who was affected by the process was the former Head of Leisure and Amenities.

The Panel were also concerned that they had not received an update on the impact of the Administration Review for a while. The Panel agreed to hold a meeting on 17 June 2008 at 4.30pm to consider a report on the review of building on excellence redeployment process and an update report on the Administration Review. If there were any serious Health Safety matter which were urgent these would also be considered.

**39. ACCIDENT REPORT (ACCIDENTS SINCE START OF DECEMBER 2007 TO END OF FEBRUARY 2008)**

The Panel Considered a report from the Health and Safety Advisor for the Council that summarised the recorded accidents on Warwick District Council premises between December 2007 and February 2008.

**RESOLVED** that the content of the report be noted.

**40. APPOINTMENT OF MEMBER TO JOB EVALUATION APPEALS PANEL**

The Committee considered a report from the Head of Organisation Development and Performance Improvement that sought agreement on a defined process for the appointment of a member to the Job Evaluation Appeals Panel.

There was no set process for nominating a member to sit on the job evaluation appeal panel although it was custom therefore for the role to be undertaken by the Employers Chair of this Panel.

This custom had led to difficulties over the years as the Chair was liable to change each year and did not allow the member to build knowledge and expertise in the subject area.

It was recommended to the Panel that a formal process be introduced by way of the Employment Committee appointing a member, who did not have to be on that Committee, to this role for four yearly. However the first appointment would only be three years from June 2008 to May 2011.

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**MINUTES (Continued)**

**RESOLVED** that

- (1) the Employment Committee be recommend toe adopt the process of appointing a member every four years to sit on the Hay Job Evaluation Appeal Panel; and
- (2) the Employment Committee be recommended to appoint Councillor Barrott on the Hay Job Evaluation Panel from June 2008 to May 2011.

(The meeting ended at 5.05pm)