
MINUTES

Meeting: **Local Joint Committee**

Date: Friday 19 June 2015 at 10.00 am

Venue: The Board Room, Aldern House, Baslow Road, Bakewell

Chair: Wendy Amis

Present: Cllr D Birkinshaw, Cllr D Chapman, Cllr C Furness, Mr Z Hamid, Cllr P Harrison, Cllr Mrs K Potter, Cllr Mrs J A Twigg, Penny Aitken, Jorge Auñón, Zoe Buswell, Chris Pownall, 2 Unison Representatives and Safety Officer

Apologies for absence: Cllr C Carr

12/15 MINUTES OF PREVIOUS MEETING 9 JANUARY 2015

The minutes of the last meeting of the Local Joint Committee on 9 January 2015 were approved as a correct record subject to the following amendment:

11/15 change the word “consider” to “considered”

13/15 MEMBERS DECLARATIONS OF INTEREST

There were no declarations of interest.

14/15 EMPLOYEE ENGAGEMENT IMPROVEMENT ACTION PLAN (JUNE 2015/TR)

The Director of Corporate Resources introduced this report on behalf of the Head of Human Resources who was unable to attend the meeting.

Some of the actions in Appendix 1 were to be updated. Four priorities had been identified for 2015/16 and following a discussion at management team on proposed actions against these priorities, the Director would discuss with both Staff Committee and UNISON representatives by the end of Quarter 1. The position on theme 6 had not changed since the last Quarter 2, therefore there was no further update to give.

Members queried whether staff concern about job security was a significant element of the negative trend in staff feedback on feeling valued. The Director observed that this is a reality for the whole of the public sector and can only be managed rather than alleviated. However, the leadership team was committed to trying to make an impact to improve in the priority areas including engaging all managers in supporting staff through the change process.

Members suggested that another full staff survey should be undertaken this year but officers said there were insufficient resources to do this - Instead, a targeted mini survey by DoodlePoll or SurveyMonkey would be considered in the next 6 months.

The recommendation was moved, seconded, voted upon and carried.

RESOLVED:

That work to progress the Employee Engagement Improvement Action Plan is endorsed.

15/15 SAFETY OFFICERS ANNUAL REPORT 2014 (JW/2014)

The Safety Officer noted one amendment to the report, that the Health and Safety Committee had met earlier in the week and had therefore been able to comment on the Annual Report.

The officer gave examples of improvements to good practice that had been made in managing identified risks. One improvement was the use of traffic light coloured tags for pieces of equipment and machinery, which gave users details of risk assessments relating to vibration and specific warnings about the items. Most equipment was categorised under orange. There was evidence that staff were taking health and safety issues seriously and all significant risks had been addressed.

A Health and Safety briefing for Members was being prepared.. Training for the senior management team was to be discussed by the Safety Officer, the Chief Executive and the Director of Corporate Resources.

The recommendation was moved, seconded, voted upon and carried.

RESOLVED:

That the Safety Officer's Annual Report is approved.

16/15 STAFF COMMITTEE ACTIVITY REPORT : NOVEMBER 2014 – MAY 2015

The Chair of Staff Committee introduced the report and confirmed that Staff Committee would be involved in working collaboratively with the senior management team in developing the employee involvement action plan. Staff Committee would also have input into the financial planning work being done by management team.

Members were invited to join the Staff Committee walk on Thursday 25 June that would follow the staff roadshow at Edale. The Chair would send out invitations to all Members and also check whether Members could join the cycle to work scheme.

A treasure hunt and walk later in the summer was being considered by Staff Committee in the week beginning 22 June, details of which would follow.

The recommendation was moved, seconded, voted on and carried.

RESOLVED:

That the report be noted.

17/15 UNISON ACTIVITY REPORT TO JUNE 2015 (JB SA)

The UNISON representative reported that UNISON's position as the recognised negotiating body for the Authority's staff is now enshrined in the new agreement and the reps were now involved in numerous issues and meetings. Following the recent staff roadshow, UNISON representatives would be feeding staff views back to the management team.

A busy and possibly difficult period of activity was anticipated.

The recommendation was moved, seconded, voted upon and carried.

RESOLVED:

That the report be noted.

The meeting ended at 11.00 am