
8. **STAFF COMMITTEE ACTIVITY REPORT : November 2014 – May 2015**

1. **Purpose of the report**

To provide an update to Members of the work of Staff Committee and forge a meaningful dialogue through this Committee. This contact is seen as valuable to share the views of staff with Members.

2. **Key issues**

Staff Committee have a role as a staff voice to management, to provide support and assistance to staff going through disciplinary or grievance processes, to provide independent advice on HR issues and to organise social events for staff.

3. **Recommendations**

1. **That the report be noted**

4. **How does this contribute to our policies and legal obligations?**

N/A

Background

5. Consultations on reports and staff related consultations that are submitted to RMT, SMT or Management Team continue to be handled, including:

- Environmental Manager post
- Operational Support Team
- Financial and Strategic Planning

6. Staff Committee have supported 2 disciplinary cases and have been asked for advice on a number of occasions.

7. Regular and informative meetings between Management Team and Staff Committee have continued and items discussed include:

- Working collaboratively with a clear partnership approach
- Employee Engagement Action Plan
- Budget Planning and the new Business Plan

8. Regular meetings have been set up by the Head of Human Resources to liaise with Staff Committee and UNISON. Discussions have included:

- Joint Performance and Appraisal Reviews
- Fixed term contracts and redeployment
- Employee Engagement Action Plan
- HR provision of training on UNITY (the HR holiday database) to staff, especially if they hold more than one post in the organisation

9. Members of Staff Committee will be involved in:

- Working groups for the employee engagement action plan.

10. **Government Cycle to Work Scheme**

Subject to approval from HR, Management Team have approved the introduction of this scheme, at the suggestion of Staff Committee. Staff Committee have committed to support the introduction of the scheme and new recruits into the scheme, to minimise

any additional burden on Corporate Resources staff. Our cycle hire team are also willing to source bikes from their suppliers for staff to buy at the usual staff discount.

11. Think BIG staff suggestion scheme

At the last meeting between Management Team, Staff Committee and UNISON, a decision was made to suspend this scheme during the Authority's transitional year, and that the status of scheme be reviewed again next year.

12. Staff Committee Constitution and Recruitment to Committee

We have updated our constitution and produced a leaflet reflecting this. It describes the role of Staff Committee and provides contact details of all members. It was intended that this be the basis of a recruitment drive, alongside a number of articles in the staff e-zine publicising our work and planned events. Oversubscription of articles to e-zine means that this has been put on hold, although we are hopeful that we may not have to wait for the next e-zine publication.

13. Events Programme

Proposals for a summer event are focused on a treasure hunt with a walk or orienteering and a BBQ afterwards at Aldern House. A date is yet to be set.

A walk focused on Moors for the Future work has been organised by Staff Committee (on 25th June). It is open to all staff and will incorporate discussion around the work being done by Moors for the Future.

A book club is being started – expressions of interest are being taken at the moment.

There are also plans to encourage a cycling club in the Authority and individual staff have been approached to get this off the ground.

Staff Committee have also secured the use of a pool bike, kindly provided and serviced by the Cycle Hire Team, for staff to book and make use of.

14. **Proposals**

Are there any corporate implications members should be concerned about?

15. **Financial:** N/A

16. **Risk Management:** N/A

17. **Sustainability:** N/A

18. **Other relevant implication – N/A**

19. **Background papers (N/A)**

Appendices - [None]

Wendy Amis, on behalf of Staff Committee