



## Lewes District Council

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### Employment Committee

**Minutes** of a meeting of the **Employment Committee** held in the **Warren Room, Lewes House, Lewes** on **Monday, 19 January 2009** at **11:00am**

**Present:**

**Employer's Side:**

Councillors T M Hawthorne (Chair), E N Collict J H Freeman, I A Nicholson, J H F Sheppard

**Employees' Side:**

Mr J Betteridge, Mr P Demetriou, Mrs L Plant and Mr G Purdye

	<b>Minutes</b>	<b>Action</b>
<b>14</b>	<b>Minutes</b>  The Minutes of the meeting held on 18 October 2008 were approved as a correct record and signed by the Chair.	
<b>15</b>	<b>Apologies for Absence/Declaration of Substitute Members</b>  Apologies for absence had been received from Councillor D O Rogers OBE, for whom Councillor Collict was substituting, and from Mr M Connolly.	
<b>16</b>	<b>Declaration of interest</b>  Councillor Collict declared that he was a retired member of Unison.	
<b>17</b>	<b>Employment Legislation Update</b>  The Committee considered Report No 19/09 which informed the Committee of forthcoming changes in legislation that would require changes to a number of the Council's procedures and policies. The effects of the repeal of the Statutory Dispute Resolution Procedures on the Council's Dismissal and Disciplinary Policy would be brought before the next Committee meeting following the publication of a revised ACAS statutory code of practice.	

In response to councillors' questions, the Head of Business Services confirmed there would be no direct financial implications from the changes outlined in the report. Changes in statutory holiday levels meant that it would become more difficult for untaken leave in future to be remunerated.

Resolved:

**17.1** That the Report be noted.

HBS

## **18 Staff Suggestion Scheme**

The Committee considered Report No 17/09 which recommended updating the Council's Staff Suggestion Scheme. There would be a relaunch of the Scheme which had recently been little used. General improvements to working practice, for example as identified at Team Meetings, were continually made and acknowledged while the scheme sought to identify specific suggestions by individuals which led to better service and/or savings.

Resolved:

**18.1** That the updating of the Staff Suggestion Scheme be agreed.

HBS

## **19 Pay Award 2008**

The Committee considered the oral report of the Head of Business Services that both sides had agreed the basis for arbitration but no dates had yet been set. Negotiations scheduled for December 2008 to reform the National Agreement had not yet taken place. Staff had received back pay of 2.45% in November 2008. The 2009 pay claim had been submitted by the unions at the national level but no response was expected from the employers before March 2009 at the earliest.

## **20 Exclusion of the Public**

Resolved:

**20.1** That in accordance with Section 100A of the Local Government Act 1972 (as amended) the public be excluded from the meeting during the discussion of the following item as there were likely to disclosure of exempt information as defined in paragraphs 4 of part 1 of schedule 12A of the Act.

**21 Managing Vacancies and Changes in Workload**

The Committee considered the oral report of the Head of Business Services who explained how staff vacancies would be reviewed over the coming months taking into account necessary levels of staffing and how the Council's Redundancy and Redeployment Procedure would apply where appropriate.

**22 Date of Next Meeting**

The next meeting of the Committee was schedule to be held in the Warren Room, Lewes House, Lewes on 20 April 2009 at 10.00am.

The meeting ended at 11.35am

T M Hawthorne  
Chair