

Employment Committee

Minutes of a meeting of the **Employment Committee** held in the **Telscombe Room, Southover House, Southover Road, Lewes** on **Monday, 1 June 2015** at 10.00am.

Present:

Employer's Side:

Councillors T Nicholson (Chair), E Merry, P Franklin, A Lambert and S Gauntlett

Employees' Side:

Mr M Busby, Mr G Purdye and Mr G Funnel

Also Present:

Ms R Brittle, Committee Officer

Ms H Knight, Human Resources Manager

Ms B Cooke, Head of Organisational Development

Ms S McGreal, Regional Organiser Unison

Minutes

1 Election of Chair

Resolved:

- 1.1 That the election of Councillor Nicholson as Chair of the Employment Committee for the municipal year 2015/2016 year be noted

2 Minutes

The Chair agreed he was content in future for Unison to circulate statements to the members of the Committee, directly if necessary, as it was not appropriate for Unison Statements to be reproduced or appended to the Committee minutes.

The Minutes of the meeting held on 23 February 2015 were approved as a correct record and signed by the Chair.

3 Remit of the Employment Committee

The Committee received the Remit of the Employment Committee as set out in the Constitution. Those attending were further provided with pages

Action

V15 and V16 from the Constitution which had been omitted from the agenda papers that were circulated, a copy of which is contained in the minute book

The Head of Organisational Development noted that the remit required amendments to be made to it. She report that this will likely be done in time for the next Employment Committee on 14 September 2015.

HOD

Resolved

3.1 That Remit of the Employment Committee be noted.

4 Welcome and Introduction to the New Employment Committee Councillors

The Chair of the Committee introduced the Councillors to the Officers and Employee's Side. In turn those in attendance also introduced themselves and explained their roles within the Council.

5 Introduction to the Unison Members

The Employee's Side was invited to raise any issues they had wished to discuss. Sarah McGreal stated that the main concern for Unison had been the organisational changes within the Council. Councillors asked if the redundancy proposals had been put to members of Unison previously. To which Ms McGreal confirmed that the proposals had been rejected by Unison but implemented by the Council. The Human Resources Manager confirmed that 50 people had accepted Voluntary redundancy in 2014.

The Employee side also raised the concern that there had been too few risk assessments taking place. One area of concern had been the lack of policy guidelines in relation to asbestos. The Employee's side confirmed that they had met with the Director of Service Delivery and the Health and Safety Officer to discuss this.

The Councillors queried whether staff in the Waste and Recycling Department had been receiving their inoculation injections, to protect against diseases such as hepatitis. The Employee's side confirmed that all refuse staff had been offered the injections for free and that the recycling teams had been offered subsidised injections. The Employee's side stated that it felt these injections should have been offered across the Council and not exclusively to the Waste and Recycling teams. The Chair asked for a report to be produced for the next meeting looking into extending this service

HR
Manager

The Employee's side informed the Committee that there was also concern over the location of the new depot for Waste and Recycling. Councillors confirmed that details of the site would be announced soon.

6 Date of Next Meeting

Resolved:

- 6.1** That the next meeting of the Employment Committee that is provisionally scheduled to be held on Monday, 14 September 2015 at 10.00am in the Telscombe Room, Southover House, Lewes be noted.

**All to
note**

The meeting ended at 10.25am

T Nicholson
Chair