

Staffing Committee

Agenda

Date: Wednesday, 15th October, 2008
Time: 2.00 pm
Venue: Committee Suite 1,2 & 3, Westfields, Middlewich Road,
Sandbach

The agenda is divided into 2 parts. Part 1 is taken in the presence of the public and press. Part 2 items will be considered in the absence of the public and press for the reasons indicated on the agenda and at the foot of each report.

PART 1 – MATTERS TO BE CONSIDERED WITH THE PUBLIC AND PRESS PRESENT

1. **Apologies for Absence**

2. **Declarations of Interest**

To provide an opportunity for Members and Officers to declare any personal and/or prejudicial interests in any item on the agenda

3. **Public Speaking Time/Open Session**

In accordance with Procedure Rules Nos.11 and 35 a total period of 10 minutes is allocated for members of the public to address the Committee on any matter relevant to the work of the Committee.

Individual members of the public may speak for up to 5 minutes but the Chairman will decide how the period of time allocated for public speaking will be apportioned where there are a number of speakers.

Note: In order for officers to undertake any background research it would be helpful if questions were submitted at least one working day before the meeting.

4. **Exclusion of the Press and Public**

The reports relating to the remaining items on the agenda have been withheld from public circulation and deposit pursuant to Section 100(B)(2) of the Local Government Act 1972 on the grounds that the matters may be determined with the press and public excluded.

The Staffing Committee may decide that the press and public be excluded from the meeting during consideration of the following items pursuant to Section 100(A)4 of the Local Government Act 1972 on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 3 and 4 of Part 1 of Schedule 12A to the Local Government Act 1972 and public interest would not be served in publishing the information.

(Paragraph 3 concerns information relating to the financial or business affairs of any particular person (including the authority holding that information) Paragraph 4 concerns information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.)

PART 2 – MATTERS TO BE CONSIDERED WITHOUT THE PUBLIC AND PRESS PRESENT

5. Minutes of Previous meeting (Pages 1 - 4)

To approve the minutes of the meeting held on 16 September, 2008.

6. Briefing for Members (Pages 5 - 20)

The HR Lead officers to brief Members prior to their meeting with the Trade Union representatives.

7. Meeting with Trade Union representatives (Pages 21 - 28)

1. Note of the last meeting (copy attached).
2. Matters arising
3. Detriment & Relocation Support: Update on the latest position
4. Car Leases: Update on the latest position
5. Structures & Consultation: Update on the latest position
6. Shared Back Office Services: Update on progress
7. Locations: Update on progress

CHESHIRE EAST COUNCIL

Minutes of a meeting of the **Staffing Committee**
Held on Tuesday, 16th September, 2008 at Committee Suite 1 & 2,
Westfields, Middlewich Road, Sandbach

PRESENT

Councillor W Fitzgerald (Chairman)
Councillor R Domleo (Vice-Chairman)

Councillors A Arnold, Mrs D Flude, J Hammond and F Keegan

54 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Mrs R Bailey.

55 DECLARATIONS OF INTEREST

Councillor D Flude declared a personal interest being a retired member of UNISON. Councillor J Hammond declared a personal interest being a retired member of NALGO.

56 PUBLIC SPEAKING TIME/OPEN SESSION

There were no questions from the public.

57 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED - that the press and public be excluded from the meeting during consideration of the following items pursuant to Section 100(A)4 of the Local Government Act 1972 on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 3 and 4 of Part 1 of Schedule 12A to the Local Government Act 1972 and public interest would not be served in publishing the information.

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58 MINUTES OF PREVIOUS MEETINGS

The minutes of the meetings held on 28 July, 11 September and the two meetings on 12 September, 2008 were approved as a correct record.

59 MEETING WITH THE TRADE UNIONS ON 28 JULY 2008

The trade union side asked for a list of County Councillors present to be included in future minutes.

An amendment to the item on severance was agreed to the effect that there was discretion for authorities to pay all staff up to 104 weeks severance pay.

Subject to the above, the notes were agreed as a correct record.

60 CONSTITUTION

The union side nominated Craig Nicholson as the Vice Chairman and confirmed the union membership.

61 BRIEFING ON FINANCIAL SCENARIO AND BUDGET SETTING PROCESS

The Interim Chief Finance Officer (CFO) briefed on the stages of the budget setting process, the next steps and the financial scenario.

It was agreed that the headline breakdown of figures could be shared with the unions but with the caveat that these could change.

62 DETRIMENT

In response to the proposals shared with the trade unions on detriment, they raised concerns re fairness and effectiveness for individuals.

The Chairman responded to their concerns.

The Chairman agreed to consider the representations made, to look at the number of staff who may be affected by the proposal and to return to this at the next meeting.

63 RELOCATION SUPPORT

The Lead HR Officer clarified the proposal in relation to staff who applied for and where appointed to jobs in Cheshire East, which was to pay 40p per mile for excess miles travelled for a period of two years from the date excess travel was incurred.

The union side responded.

The Chairman agreed to give further consideration to the points raised and to return to this at the next meeting.

64 CAR LEASES

The Lead HR Officer set out the current position. The Council had decided not to adopt a car lease scheme. The union side responded.

The Chairman agreed to give this further consideration and return to it at the next meeting.

65 STRUCTURES

The Chairman confirmed the appointment of Tom McCabe and John Weeks. The Chief Executive would start on 6 October 2008 and this would enable the top tier to start working together on structures and staffing.

The unions asked about the timescales for appointments to the next tier down and that the Cheshire East make a decision on the location of services as soon as possible.

The Chairman responded that the two new Strategic Directors would be looking at the next tiers and would want to talk to the trade unions. Until structures were developed, and the most efficient and effective basis for delivering services were identified it was not possible to finalise locations.

66 APPROACH TO SHARED SERVICES

The Chairman briefed that the Joint Liaison Committee (JLC) had agreed that the vast majority of services would be disaggregated. This was work in progress and there would be further meetings of the JLC.

The union side responded and raised concerns about the splitting of CBS Catering and Cleaning.

It was agreed that Steve Buttrick would meet with the unions to brief them on this.

67 TRADE UNION CONSULTATION ON POLICY AND STRUCTURES

The Vice Chairman said that employees had been receiving communications through team briefing but the unions were not formally consulted before Changing Times was sent out.

The union side said they welcomed the initiative and recognised the importance of communications.

The Vice Chairman stressed the need for union involvement with the new Strategic directors and projects leaders and the need for regular updates.

68 DATES FOR FUTURE MEETINGS

The following meeting dates were agreed: -

15 October 2008

27 November 2008

16 December 2008

13 January 2009 (together with a further budget consultation meeting in January)

16 February 2009

16 March 2009

The meeting commenced at 2.00 pm and concluded at 4.00 pm

Councillor W Fitzgerald (Chairman)

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of the Local Government Act 1972.

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