

CHESHIRE EAST COUNCIL

Minutes of a meeting of the **Cabinet**
held on Thursday, 7th July, 2011 in Committee Suite 1,2 & 3, Westfields,
Middlewich Road, Sandbach CW11 1HZ

PRESENT

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

Councillors Rachel Bailey, D Brown, P Hayes, H Gaddum, J Macrae, P Mason
and R Menlove.

Councillors in attendance:
Councillors B Silvester, M Simon, L Smetham, C Thorley and D Topping.

Officers in attendance:
Chief Executive; Borough Solicitor; Borough Treasurer and Head of Assets;
Head of HR and Organisational Development; Head of Policy and
Performance.

21 APOLOGIES FOR ABSENCE

There were no apologies for absence.

22 DECLARATIONS OF INTEREST

There were no declarations of interest.

23 PUBLIC SPEAKING TIME/OPEN SESSION

No members of the public were present.

24 MINUTES OF PREVIOUS MEETING

RESOLVED

That the minutes of the meeting held on 4 July 2011 be approved as a
correct record.

25 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 1, 2 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.

26 HARMONISATION OF TERMS AND CONDITIONS

Consideration was given to the report of the Head of Human Resources and Organisational Development. A supplementary update report was circulated at the meeting containing a revision to the proposed package of terms and conditions of employment.

RESOLVED

To recommend to Council that the Chief Executive, as Head of Paid Service, be given full delegated authority on behalf of the Council to:

1. Jointly agree, in consultation with the Trade Unions, changes to terms and conditions of employment of all employees affected by the current review and as set out in paragraphs 10.6 and 10.7 of the original report.
2. Following a positive ballot of the Trade Union membership to arrange for their implementation as a new single set of terms and conditions for all employees affected by the review through collective agreement with the joint Trade Unions.
3. In the event that the ballot of the Trade Unions membership does not endorse the joint proposal as set out at recommendation 1 above, to determine, in consultation with the Council's Staffing Committee, the final terms and conditions of employment for all employees affected by the review, together with the appropriate options for implementation.
4. Separately consider in consultation with the Council's Staffing Committee appropriate options for the implementation of a two year Increment Freeze for all staff affected by the review.

The Head of Policy and Performance left the meeting at this stage.

27 WORKFORCE CHANGE

Consideration was given to the report of the Head of Human Resources and Organisational Development.

RESOLVED

That, subject to Staffing Committee agreement being given at its next meeting, Cabinet supports the decision of the Chief Executive to release

the two employees whose roles are listed at Appendix A under the arrangements agreed in relation to voluntary severance provisions for employees in the Council.

The meeting commenced at 9.30 am and concluded at 9.50 am

W Fitzgerald (Chairman)