

CHESHIRE EAST COUNCIL

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

PRESENT

Councillor D Topping (Chairman)
Councillor R Domleo (Vice-Chairman)

Councillors W Fitzgerald, P Mason, B Murphy and D Flude

OFFICERS PRESENT

Erika Wenzel, Chief Executive
Paul Bradshaw, Head of Human Resources & OD
Julie Davies, HR Strategy & Policy Manager
Amanda Rudham, HR Policy Manager
Suzanne Antrobus, Senior Corporate Solicitor
Julie North, Senior Democratic Services Officer

50 APOLOGIES FOR ABSENCE

Apologies were received from Councillor C Thorley.

51 DECLARATIONS OF INTEREST

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

52 PUBLIC SPEAKING TIME/OPEN SESSION

There were no members of the public present.

53 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 involved the disclosure of exempt information as defined in Paragraph 4 of Part 1 of Schedule 12A of the Local Government Act 1972 and public interest would not be served in publishing this information.

54 HARMONISATION OF TERMS AND CONDITIONS

Consideration was given to the report on the review and harmonisation of terms and conditions of employment.

The Trade Union representatives made a statement on the proposals to the Committee before leaving the meeting.

A supplementary update report was circulated at the meeting containing a revision to the proposed package of terms and conditions. The recommendations from Cabinet were also circulated.

RESOLVED:

That Council be recommended to give full delegated authority on behalf of the Council to the Chief Executive, as Head of Paid Service, 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 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 proposals 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 meeting commenced at 2.00 pm and concluded at 3.00 pm

Councillor D Topping (Chairman)