

JOINT STAFF CONSULTATIVE COMMITTEE

20 MARCH 2013

***PART 1 - PUBLIC DOCUMENT**

AGENDA ITEM No.

5

STAFF CONSULTATION FORUM

The Minutes for the meetings of the Staff Consultation Forum held on 9 January and 6 February are set out below. Those of 6 March 2013 will be tabled at the Meeting on 20 March.

Staff Consultation Forum

9th January 2013

Committee Room 1

Attendees

John Robinson
Kerry Shorrocks
Nigel Schofield
Claire Morgan
Dee Levett
Chris Carter
Antonella Di Maria
Howard Crompton
Christina Corr
Sue Graves
David Carr

Apologies

David Scholes

		Actions
1.	Apologies As above.	
2.	MSU Restructure ADM and HC attended for this item. ADM explained that the consultation period for the MSU restructure ended on 08.01.2013 and all questions raised during that period had been fully answered. A meeting had been held on 07.01.2013 to enable any further clarification needed. HC advised that structure reviews were happening on matters throughout the Council at the present	

	time and it was not limited to the MSU. KS advised that all staff affected would be assisted by outplacement support.	
3.	<p>Parks and Countryside Restructure</p> <p>Steve Geach attended the meeting to outline the proposed restructure in Parks and Countryside. SG explained that the Green Space Strategy was being updated for the period 2015-2019. It was proposed that the restructure would result in the reduction of one member of staff. The structure for grounds maintenance will remain the same. The consultation period with affected staff ends on 5th February 2013.</p>	
4.	<p>Matters Arising from Previous Minutes</p> <p>KS advised that Property Services had been contacted regarding the queries raised at the previous meeting. Property Services advised that :</p> <p>Hot Drink Dispensers for Committee Rooms</p> <ul style="list-style-type: none"> • We are still looking at options for coffee etc vending within the committee rooms, and are pleased to hear that staff opinion is in accord with our own in trying to find ways to improve the service <p>Fire Doors</p> <ul style="list-style-type: none"> • We have recently carried out a review of the operation of these doors and will hopefully be carrying out some improvements over the next few months. However, having automatic sensors on the inside of security doors unfortunately negates the security provided by the door, i.e. as somebody walks past the internal side of the door it will unlock allowing whoever is in the corridor to open the door. Therefore this is not an option we will be taking forward. <p>It was advised that there are doors within the building that operate in the same way as automatic sensors. JH to contact Property Services</p>	
5.	<p>Green Issues</p> <p>JR advised that waste management were working on a redesign of the Councils recycling service. A DCLG grant has recently been secured of £850,000 to enable the Council to provide the food waste service for flats. Further significant changes were also expected for the general domestic waste and recycling service.</p>	
6.	<p>Office Accommodation</p> <p>A report was recently taken to Council and it was agreed that the consideration of this matter be deferred to a future meeting of the Council, to enable further work to be undertaken regarding the</p>	

	financial aspects of the proposal.	
7.	<p>Update on Savings Proposals/Restructures</p> <p>KS updated SCF on other restructures that are currently taking place within the Council.</p> <ul style="list-style-type: none"> • She explained that individuals affected were going through the formal consultation process. <p>The following services had staff at risk of redundancy.</p> <ul style="list-style-type: none"> • HR • IT • MSU • Parks and Open Spaces <p>Where there are redundancies proposed, efforts will be made in assisting those affected either by looking at redeployment opportunities or assisting them with finding alternative employment, development etc in line with the Re-organisation Policy.</p> <p>Other linked reviews on-going at present include:-</p> <ul style="list-style-type: none"> • Management Support Unit • Customer Service Centre – Value for Money Review • Careline – Value for Monday Review <p>Efficiencies have also been found in:-</p> <ul style="list-style-type: none"> • Parks and Open Spaces • Revenues and Benefits • Housing and Public Protection • Building Control • Planning Services 	
8.	<p>NHDC Update</p> <p>JR advised that just before Christmas we received details of the financial settlement for 2013/2014 and 2014/2015. The Government assessment for North Herts was 1.7% in total spending power for 2013/14 which includes grant and locally proportional business rates. Grant calculations first appear to be a £5.196 million cash reduction of 8.4% down (£550k) on 2012/13. 2014/2015 is showing estimates of 8.5%. This will mean £921,000 of efficiencies. The figures are significantly more than originally planned for next year. JR advised that we had a good track record for delivering savings but that we will need to be more radical in what we do.</p>	

	<p>JR advised that an update on our figures would be published in the local press this week. http://www.north-herts.gov.uk/news_display.htm?id=58093</p> <p>Pay Policy – The Annual Statement was being updated and the Council has budgeted for a 1% pay increase for the next financial year, which looks the likely outcome of National Pay Bargaining.</p> <p>KS advised that subject to budget a reward scheme for Council employees was currently being investigated which includes :</p> <ul style="list-style-type: none"> • Bikes for Work • Childcare Vouchers • Retail discount scheme <p>KS will update SCF if this is approved.</p>	
9.	<p>Employee Queries</p> <p>CC asked if there was an update on flexi-time. KS advised that there is to be further discussion on flexi-time at SMT.</p>	
10.	<p>Any Other Business</p> <p>None</p>	

Chair for next meeting : Christina Corr
6th February 2013
Committee Room 1

Dates for JSCC : 20th March 2013