

NORTH HERTFORDSHIRE DISTRICT COUNCIL

DECISION SHEET

Meeting of the Joint Staff Consultative Committee held in the Meeting Room 1,
Town Lodge, Gernon Road, Letchworth Garden City
on Wednesday, 28th June, 2017 at 7.30 pm

1 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Bernard Lovewell and Councillor Martin Stears-Handscomb.

Having given due notice, Ian Albert advised that he would be substituting for Councillor Martin Stears-Handscomb.

2 MINUTES - 5 APRIL 2017

RESOLVED: That the Minutes of the Meeting of the Committee held on 5 April 2017 be approved as a true record of the proceedings and be signed by the Chairman.

3 NOTIFICATION OF OTHER BUSINESS

There was no other business.

4 CHAIRMAN'S ANNOUNCEMENTS

- (1) The Chairman welcomed all Members and officers to the Meeting;
- (2) The Chairman reminded all present that, in line with Council policy, the meeting was being audio recorded;
- (3) Members were reminded that any declarations of interest in respect of any business set out in the agenda should be declared as either a Disclosable Pecuniary Interest or Declarable Interest and were required to notify the Chairman of the nature of any interest declared at the commencement of the relevant item on the agenda. Members declaring a Disclosable Pecuniary Interest must withdraw from the meeting for the duration of the item. Members declaring a Declarable Interest which required they leave the room under Paragraph 7.4 of the Code of Conduct, could speak on the item, but must leave the room before the debate and vote; and
- (4) The Chairman paid tribute to her predecessor former Councillor Allison Ashley and thanked her for all of the hard work she had undertaken as Chairman of the Joint Staff Consultative Committee.

5 STAFF CONSULTATION FORUM

IT WAS AGREED: That the Minutes of the Staff Consultation Forum held on 5 April 2017, 3 May 2017 and draft minutes for 7 June 2017 be noted.

REASON FOR DECISION: To enable the Joint Staff Consultative Committee to consider any issues addressed by the Staff Consultation Forum.

6 INFORMATION NOTE: PEOPLE STRATEGY UPDATE

The Corporate Human Resources Manager presented the report entitled People Strategy Update and drew attention to the following:

- Apprentice Levy
- IR35
- Recruitment
- Investors In People
- Regular Performance Review
- Mandatory Gender Pay Gap Recording
- Absence
- Organisation Values
- Pensions Auto Enrolment

7 INFORMATION NOTE: A ROUNDUP OF CURRENT GOVERNMENT CONSULTATIONS AND UPDATE ON THE NJC PAY SCALES NATIONAL REVIEW

The Corporate Human Resources Manager pointed out there was a number of things on which to follow progress:-

- NJC Review of National Pay Scales 2016/2018 deal
- Exit Payment Cap
- Salary Sacrifice Car Leasing Scheme

8 DISCUSSION PAPER - TRANSFER OF UNDERTAKINGS PROTECTION OF EMPLOYMENT (TUPE)

For the benefit of new Members, the Chairman explained that this part of the meeting was, neither a report or a proposal, but a subject chosen to prompt discussion.

The Corporate Human Resources Manager stated that TUPE was an extremely complex piece of employment legislation that was fundamentally put into place to protect employees when their jobs were transferred on to another employer, including where a position was out-sourced or a business was sold on.

9 SUGGESTED DISCUSSION TOPICS

IT WAS AGREED: That the discussion topics for the meetings would be as follows:-

- (i) 27 September 2017 – Shared Parental Leave;
- (ii) 20 December 2017 – Local Government Pension Scheme;
- (iii) 28 March 2018 – Apprenticeships.