

Local Joint Consultative Panel

A meeting of Local Joint Consultative Panel was held on Monday, 20th December, 2010.

Present: Mrs J Asquith (UNITE)(Chair); Cllr Jim Beall, Cllr David Coleman, Cllr Terry Laing, Cllr Roy Rix, A Christon (GMB-Internal)

Officers: D MacDonald, Mrs J Spittle (R); Mrs T Harrison (LD)

Also in attendance: No other persons were present.

Apologies: Cllr K Lupton and Cllr Mrs J O'Donnell

LJC 17/10 **Declarations of Interest**

Cllrs Beall and Rix declared personal non prejudicial interests in relation to the item entitled 'Value for money update on Reviews/Redundancies' due to the fact that their wife and partner were respectively employed by Stockton-on-Tees Borough Council.

LJC 18/10 **Minutes of the meeting held on 13th September 2010**

Consideration was given to the minutes of the meeting held on 21st June 2010.

CONCLUDED that the minutes of the meeting be agreed as a correct record.

LJC 19/10 **Health and Safety Report**

The Panel were provided with accident and assault statistics reported to Health and Safety via the formal notification procedure from 1st September - 30th November 2010, including notification of incidents reported to the Health and Safety Executive.

CONCLUDED that the report be noted.

LJC 20/10 **Agency Workers Report**

The Panel considered a report which provided updates to reflect the most recent agency figures. The officer advised that the pattern continued in which the Council saw an increase of agency workers in the Summer months but then saw a decrease in Winter months.

CONCLUDED that the report be noted.

LJC 21/10 **Trade Union Liaison Group Minutes - 3rd November and 1st December 2010**

Members were advised that the 1st December minutes had been provided in error as they had not been approved by the Trade Union Liaison Group.

Members were asked to note the minutes of 3rd November 2010.

CONCLUDED that the minutes be noted.

**LJC
22/10**

Value for money update on Reviews/Redundancies

Members received a verbal briefing on the staffing position regarding the resulting efficiencies from Efficiency; Improvement and Transformation Reviews.

Members were advised that at Cabinet on 16th December, a number of reviews were considered which could place over 100 employees at risk of redundancy.

The Head of Human Resources advised that 430 letters were posted out to employees on Friday 17th December 2010 and a further 150 letters were posted out on Monday 20th December 2010 to employees who were either in grant funded posts where it was expected that funding would cease or were in a review which had been brought forward.

Due to the number of employees that potentially faced redundancies, a 90 day consultation period was required by law. It was expected that for affected employees, employment would cease in April or June.

Discussion took place regarding the impact on employees who declared an expression of interest for redundancies, the calculation of redundancies, the effect on pension if an employee was under 55 years of age, grant funded posts and combined grant funded posts.

Members were advised that a report giving the up to date position in respect of job losses would be provided at the next Local Joint Consultative Panel.

The Head of Human Resources advised that Human Resources would speak with Trade Unions regarding redundancy calculations.

CONCLUDED that the report be noted.