

WEST LINDSEY DISTRICT COUNCIL

MINUTES of a Meeting of the Joint Staff Consultative Committee held virtually via MS Teams on Thursday, 1 October 2020 commencing at 4.00 pm.

Members: Councillor David Cotton (Chairman)
Councillor Matthew Boles
Councillor Mrs Jackie Brockway
Councillor Mrs Jessie Milne

Representatives of Union members: James Deacon (Vice Chairman)

Representatives of Non-union staff: Amy Potts

In attendance: Emma Redwood, People and Organisational Development Manager
Ele Snow, Democratic and Civic Officer

18 TO ELECT A VICE-CHAIRMAN

The Chairman explained the need to elect a Vice-Chairman to cover the duration of maternity leave for the substantive Vice-Chair, and nominated James Deacon. This was seconded and put to the vote.

RESOLVED that James Deacon be elected Vice-Chairman for the duration of maternity leave.

19 MEMBERS' DECLARATION OF INTEREST

There were no declarations of interest.

20 MINUTES

RESOLVED that the minutes of the meeting of the Joint Staff Consultative Committee held on Thursday, 3 September 2020 be approved as an accurate record.

21 MATTERS ARISING SCHEDULE

There were no outstanding matters arising.

22 STAFF REP - MATERNITY COVER

The Committee heard from the People and Organisational Development Manager that she was seeking a reserve staff member to be on hand should either of the two staff representatives be unable to attend. This was to be a short-term arrangement until such a point as the substantive staff representative (and Vice-Chair) returned from maternity leave. It was not anticipated there would be any difficulties arising from her absence. With no further discussion, these details were **NOTED**.

23 THANK YOU CARD SCHEME UPDATE

The People and Organisational Development Manager introduced the details behind the Thank You card scheme and explained there had been fewer nominations since the start of the global pandemic. There would be details shared in the Member Newsletter and also re-communicated to staff in order to start raising awareness again. She explained that there would usually be information on the staff televisions regarding winners of the monthly draw and she would be looking at ways of re-introducing this via the staff website.

The Chairman noted he had used the scheme frequently in recent months and did support it as a good way to share praise with staff members. He requested that the proposed communications should happen fairly promptly in order to keep the scheme running.

With no further discussions, the details of the Thank You card scheme were **NOTED**.

24 NATIONAL PAY AWARD UPDATE

The Committee heard again from the People and Organisational Development Manager with details of the National Pay Award update. She stated that a pay rise of 2.75% had been agreed, this would be paid in the September pay and backdated to April 2020. In previous years, there had been some weighting to the lower banded salaries to ensure living wage was, in this case, exceeded. It was highlighted that part of the negotiations had included the NJC noting the impact of workplace stress on mental health and wellbeing. The People and Organisational Development Manager explained the council already placed a strong emphasis on the importance of mental health and wellbeing but confirmed that any further details about how the NJC wished to proceed would be shared with the Committee.

The Chairman enquired as to what benchmarking exercises were undertaken to ensure the council paid fair wages in comparison with the rest of the county and it was confirmed that benchmarking took place regularly, the most recent of which had been in relation to salaries for waste services operatives and WLDC had come out in the top quartile. In relation

to the global pandemic, the Chairman enquired whether any employees had been furloughed. It was confirmed that all staff had continued to work, no one had been furloughed.

With no further discussion, the contents of the National Pay Award updated were **NOTED**.

25 **WORK PLAN**

The People and Organisational Development Manager explained that, due to external circumstances, one report due at Committee in November would need to be postponed. With this in mind, it was proposed that the November meeting of the Joint Staff Consultative Committee be cancelled and the outstanding business carried forward to the January meeting.

RESOLVED that the November meeting of the JSCC be cancelled and the work plan amended accordingly.

26 **TO NOTE THE DATE OF THE NEXT MEETING**

Given the resolution to cancel the November meeting, the next meeting of the JSCC to be held on Thursday, 21 January 2021 was **NOTED**.

The meeting closed at 4.23 pm.

Chairman