

WEST LINDSEY DISTRICT COUNCIL

MINUTES of a Meeting of the Joint Staff Consultative Committee held in the Ms Teams on Thursday, 7 October 2021 commencing at 4.00 pm.

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

**Representatives of
Union members:**

**Representatives of
Non-union staff:** Rachel Parkin
Amy Potts

In attendance: Emma Redwood, Assistant Director People and
Democratic Services
Robert Gilliot, Waste and Recycling Team Manager

Apologies: James Deacon (Vice Chairman)

13 MEMBERS' DECLARATION OF INTEREST

There were no declarations made.

14 MINUTES

RESOLVED that the minutes of the meeting of the Joint Staff Consultative Committee held on Thursday, 1 July 2021 be approved as a correct record.

15 MATTERS ARISING SCHEDULE

There were no outstanding matters arising.

16 NEW DEPOT FACILITY UPDATE

The Waste and Recycling Team Manager updated the Committee with a slide presentation of the new depot at Caenby Corner. The application for the site licence was underway in readiness for early November. Furniture had been delivered, water and internet (fibre optic) were being connected, and the solar generated electricity was shortly to be plugged in. The pond was full due to recent heavy rain. The washbay area was currently being concreted and road lining was being put on the car parking spaces. There

had, however, been a last minute build issue with water pipes being laid.

An induction pack would be issued to staff regarding the do's/don'ts for health and safety when on site. Members of the Joint Staff Consultative Committee would be invited to look around the completed site in due course.

One Member enquired if a decision had been made about the old depot. The Change and Projects Officer advised that this was on the agenda for consideration at the next Land Property and Growth Board meeting.

With no further comments, the information shared by the Waste and Recycling Team Manager was **DULY NOTED**.

17 **FOR INFORMATION ONLY - DRIVERS' PAY**

The Committee heard from the Waste and Recycling Team Manager, who referred to recent national press coverage concerning the shortage of HGV drivers since Brexit. Companies were offering drivers more money plus bonuses to sign up. As a result, two of WLDC drivers had left our employ for higher wages and benefits, and agency drivers had been used as replacements. There was a high risk of losing more of our drivers; accordingly, a paper was taken to Corporate Policy and Resources Committee on 23 September 2021, asking for approval for a supplement and loyalty bonus for drivers who continued to work for us (for review at the end of 3 years). This had been unanimously approved at Committee, and a letter had been forwarded to all drivers advising them of the supplement and bonus. There were incentives for staff to train for a Class 2 licence to enhance and progress their careers.

The Assistant Director of People and Democratic Services requested that an update be provided to the March 2022 meeting of the Joint Staff Consultative Committee regarding the impact of the loss of more drivers / any training that had taken place.

Details of the paper and the decision at the Corporate Policy and Resources Committee were **NOTED**.

18 **UPDATE ON SICKNESS ABSENCE TO DATE 2021-22**

The Assistant Director of People and Democratic Services advised that sickness for April / May 2021 had started off low, but June / July / August had seen an increase. Significant absence was due to long-term medical conditions, such as cancer, as well as bereavement, and some planned surgical operations had finally been undertaken. There were a number of long-term absences which were inflating the figures.

It was explained that September 2021 absence sat at 0.55/FTE. September saw children go back to school, and staff were still working from home.

Cases of Covid-19 in staff were increasing, along with increased numbers of Covid-19 in families.

The sickness absence levels to date, were **DULY NOTED**.

19 **UPDATE ON THE NATIONAL PAY AWARD**

The Committee heard from the Assistant Director for People and Democratic Services (Interim) that the final offer from the National Joint Council (NJC) for a national pay increase had been lifted from 1.5% to 1.75%. However, this had been rejected by the Unions, having originally asked for 10%, and there were plans for Unison to ballot their members for strike action.

With no final outcome, the Assistant Director of People and Democratic Services confirmed she would provide an update at the next Committee meeting in November 2021.

Details of the update were therefore **NOTED**.

20 **GENDER PAY REPORT 2019-20**

The Committee gave consideration to the Gender Pay Report for March 2020. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, West Lindsey District Council was required by law to publish an annual gender pay gap report. The Assistant Director of People and Democratic Services explained the report provided a snapshot as of 31 March 2020. The report for 2019 had not been published as a result of the pandemic however the data had been included in the current report for information.

It was explained that, due to Waste Services, there was a tendency within the Council for there to be more men at the lower end of the pay scale, whilst there were also a number of women currently in senior roles. This led to an average gender pay gap of -2.55%. It was highlighted that within the Council, pay was not based on whether a person was male or female.

The report would be published on the Council's website and reported to www.gov.uk. The contents of the report were therefore **DULY NOTED**.

21 **WORK PLAN**

The Assistant Director of People and Democratic Services undertook to populate the Work Plan with the driver information and continue reporting on sickness absence.

With no comments from Members of the Committee, the Work Plan as at 29 September 2021 was **NOTED**.

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

The date and time of the next meeting of the Joint Staff Consultative Committee to be held on Thursday, 18 November 2021, was **NOTED**.

The meeting closed at 4.32 pm.

Chairman