

WEST LINDSEY DISTRICT COUNCIL

MINUTES of a Meeting of the Joint Staff Consultative Committee held in the MS Teams on Thursday, 30 March 2023 commencing at 4.00 pm.

Members: Councillor Mrs Jackie Brockway
Councillor Mrs Jessie Milne

**Representatives of
Union members:** James Deacon

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

**Also present as
observers:** Brad Bishell
Jenna Comins
Simon Hunt
Matthew Lill

In attendance: Jeanette McGarry, Interim Assistant Director & Monitoring
Officer
Michelle Thompson, Human Resources Manager
Simon Wright, Interim Democratic Services Officer

Apologies: Councillor David Cotton (Chairman)

33 APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Cotton

34 MEMBERS' DECLARATION OF INTEREST

There were no declarations of interest.

35 MINUTES

RESOLVED that the minutes of the meeting of the Joint Staff Consultative Committee held on Thursday, 19 January 2023 be approved as a correct record.

36 MATTERS ARISING SCHEDULE

The committee received the schedule and noted that both actions had now been undertaken and could be removed.

In respect of the recruitment of New Staff Committee Members for JSCC the Chairman welcomed Brad Bishell, Jenna Comins, Simon Hunt and Matthew Lill who were the nominated representatives and were observing the meeting. It was explained that the new members would attend on a rota basis and the Terms of Reference would be reviewed accordingly.

With no further comment, the Matters Arising schedule was **NOTED**.

37 **UPDATE ON SICKNESS ABSENCE**

The Chair invited the Human Resources Manager to present the next item, which was an Update on Sickness Absence up to March 2023.

The Officer explained that the annual target figure for sickness absence was no higher than 7.0 FTE, which the Officer explained that the Council was likely to meet. Members heard that the absence level had jumped in both November and December 2022 and attributed this to an increase of colds and general winter viruses. However, this rate had reduced between January and March 2023.

A Member made a comment on new types of illness in communities and asked whether this was reflected in staff absence. In response it was explained that no new trends had been identified but absences were followed up to establish full details. The committee was advised that there was no longer mandatory testing for Covid so levels were difficult to confirm.

A Member welcomed the lower sickness absences and thanked staff. The Human Resources Manager highlighted that flexible working arrangements were a factor in supporting staff.

With no further comment, and no need to take a vote, the report was **NOTED**.

38 **UPDATE ON NATIONAL PAY AWARD**

The Chair invited the Interim Assistant Director & Monitoring Officer to present the item, which was an update to the decision for the National Pay Award for 2022/23.

The Officer explained there was little to update members on at this stage. Negotiations had been ongoing with regard to the pay award, but a resolution was not expected before Autumn. In response to a member, it was confirmed that the GMB Union had voted to accept the proposal, but Unison were yet to agree the offer.

With no need to take a vote, the report was **NOTED**.

39 **WORK PLAN**

With no further comments from Members of the Committee, the Work Plan as of 22 March 2023 was **NOTED**.

40 **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 at 4pm on Thursday, 25 May 2023, was **NOTED**.

The meeting closed at 4.20 pm.

Chairman