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*Employees Consultative Committee - 18/02/15*

## EMPLOYEES CONSULTATIVE COMMITTEE

Wednesday, 18th February, 2015

**Present:-** Councillor Mrs Elizabeth Shenton – in the Chair

Councillors Mrs Beech, Cooper, Sweeney and Taylor.J

### 1. APOLOGIES

Apologies were received from Councillor Wemyss

### 2. DECLARATIONS OF INTEREST

There were no declarations of interest.

### 3. EXCLUSION RESOLUTION

**Resolved:** That the public be excluded from the meeting.

### 4. MINUTES

**Resolved:** That, as this was an extra meeting to discuss the one item, the minutes of the meeting held on 6 October, 2014 be presented at the next scheduled meeting for consideration with an amendment to the wording on Item 9, fourth paragraph, 'Extra Statutory Tuesdays':

On the first line, replace 'HR regulations in the'. with 'the national agreement for pay and conditions in the Green Book..

### 5. SAVINGS IN STAFF ALLOWANCE PAYMENTS

The meeting had been called to discuss savings in staff allowance payments prior to the Council (Budget) meeting next week.

The Cabinet had identified three potential areas for saving: to end long service awards; to replace evening meeting allowances with TOIL for officers below scale 10 (with no entitlement for officers on scale 10 and above), and the reduction of car mileage rates, bringing them in line with the HMRC rates.

As an alternative to the above, was the potential to introduce a charge for staff car parking which would offset the required saving.

The Trade Unions raised concerns about the parking charges and how they would be applied. It was confirmed that a one off annual charge of £225 would be applicable to all staff members (both full time and part time) and sickness and annual leave days had been taken into account.

With regard to the long service awards being removed, the Trade Unions suggested that this scheme could cease for new staff members as they joined the authority. It was also suggested that a voluntary scheme be set up whereby 1p per hour could be deducted from an officer's salary to accumulate over their years of service.

The Trade Unions stated that the last time that car mileage rates had been brought up, they had been told that it was a National Term and Condition and therefore non-negotiable. However, the Unions said that with regard to reimbursement they 'only want back what is put in the tank'.

Regarding evening meeting allowances, the Trade Unions had no specific objections to replacing the payment with TOIL subject to it being for all officers who attended meetings irrespective of salary grade. A suggestion was made, however, to hold the meetings in the daytime.

The Trade Unions put forward a proposal to bring in voluntary redundancies as an alternative to the Cabinet's proposals.

Members advised that the authority may not be in a position to do this due to the absorption of work by remaining staff and the financial implications.

The Trade Unions requested a review of the Redundancy Policy.

**Resolved:-** That the information be received and the comments noted.

**COUNCILLOR MRS ELIZABETH SHENTON**  
**Chair**