

MINUTES OF A MEETING OF THE
HUMAN RESOURCES COMMITTEE HELD
IN THE COUNCIL CHAMBER,
WALLFIELDS, HERTFORD ON MONDAY 8
FEBRUARY 2010, AT 1.30 PM

PRESENT: Councillor Duncan Peek (Chairman)
Councillors J O Ranger, S Rutland-Barsby,
N Wilson, M Wood and C Woodward.

ALSO PRESENT:

Councillors M R Alexander and P A Ruffles.

OFFICERS IN ATTENDANCE:

Anne Freimanis	- Chief Executive
Lorraine Blackburn	- Committee Secretary
Claire Burton	- Human Resources Officer
Alan Madin	- Director of Internal Services
Tinu Olowe	- Interim Head of People and Organisational Services

528 CHAIRMAN'S ANNOUNCEMENT

The Chairman stated that the Local Joint Panel meeting had taken place earlier that day to receive feedback following the meeting with the Joint Secretaries on 1 February 2010. Therefore items 5 and 6 on the agenda (Terms and Conditions Review – Feedback) and (Local Joint Panel – Feedback) would be taken together.

RESOLVED ITEMS529 MINUTES

RESOLVED – that the Minutes of the (reconvened) Human Resources Committee held on 18 January 2010 be confirmed as a correct record and signed by the Chairman.

530 TERMS AND CONDITIONS REVIEW - FEEDBACK

The Director of Internal Services provided background information following the meetings with the Joint Secretaries for East of England in 15 December 2009 and 8 February 2010 as part of the collective bargaining process. The outcome was that there had been a failure to reach an agreement. He stated that the options available to the Council included:-

- (1) accepting Unison's position and not implementing any changes to terms and conditions;
- (2) implementing the package as proposed and discussed in staff briefings; or
- (3) reviewing the scope of the packaging and the timing of its implementation.

The Director of Internal Services referred to the fact that the Council's financial position had deteriorated since the start of negotiations in July 2009. A reduction in public spending was underway and the MTFP reflected expected loss of grant income. Meetings had taken place with the Joint Secretaries and as a collective agreement had failed to be reached, the Council's collective bargaining process had been exhausted. The Director of Internal Services referred to the fact that there had been a Local Joint Panel meeting earlier that morning when a recommendation supported by both parties, could not be reached.

Councillor J O Ranger commented that the meeting that

morning had been very productive but that the outcome had hinged on the failure to reach agreement on a couple of words. The Staff Side were willing to review their position in the summer "if the Council's financial position should worsen". The Council's expectation was that UNISON should undertake to review their position "if the Council's financial position had not improved". He suggested that as there would be no pay award this year and so there would be no change to the loyalty award until the following year it would be reasonable to give UNISON the chance to review their position on the 5% in the summer if agreement could be reached on moving on the car leases and car allowances as soon as possible.

The Director of Internal Services confirmed that in August 2010 there could be more certainty concerning the Council's finances in terms of grant support.

As a way forward, a revised recommendation was tabled.

After being put to the vote, Members supported the recommendation and this was declared CARRIED.

RESOLVED – that (A) if the trade union recommend to their Members that the proposed changes to car leases and car allowances be implemented with effect from 1 June 2010 and that recommendation is accepted, then the decision on any changes to the 5% pay supplement will be deferred to a Human Resources Committee to be held in August 2010 with the likelihood that reductions to the 5% will come into effect from April 2011 if the Council's financial position worsens compared to that set out in the MTFP;

(B) in the event that there is no collective agreement to amend car leases and allowances as proposed, then all the proposed changes to terms and conditions as set out in the report be implemented by imposition at the earliest opportunity; and

(C) the BUPA Scheme be closed.

531 LOCAL JOINT PANEL - 8 FEBRUARY 2010

Following a meeting of the Local Joint Panel at 10.00 am on 8 February, 2010, the Director of Internal Services provided a verbal update, the content of which is contained in Minute 530 above in relation to the Terms and Conditions – Feedback.

RESOLVED – that the feedback be noted.

The meeting closed at 1.45 pm

Chairman
Date