

## **JOINT STAFF EMPLOYER FORUM**

**PRESENT:** Councillors: Bick (Vice Chair), Rosenstiel, Smart (Chair),  
Todd-Jones  
Toni Ainley (Director of City Services)  
Liz Brennan (Unison)  
John Bridgewater (Strategic Procurement Officer)  
Kevin Roberts (GMB)  
Deborah Simpson (Head of Human Resources)  
James Goddard (Committee Manager)

### **1. MINUTES**

The minutes of the meeting of 14 October 2009 were confirmed as a correct record.

### **2. MATTERS ARISING FROM THE MINUTES**

None.

### **3. APOLOGIES FOR ABSENCE**

- Councillors Cantrill, Dryden and Shah
- Debbie Quincey (Strategic Procurement Adviser)

### **4. DECLARATION OF INTEREST**

The following Councillors declared personal interests:

- Councillor Rosenstiel as a member of Unite.
- Councillor Smart as a member of ATL.
- Councillor Todd-Jones as a member of Unison

### **5. PUBLIC QUESTION TIME**

None.

### **6. CONTRACTORS PENSIONS AND HOLIDAY ENTITLEMENTS**

The Strategic Procurement Officer introduced the item and took questions. The report was requested by GMB who sought confirmation that contractors on the Council's approved contractor list and any sub-contractors used by them, had legal holiday entitlement and an appropriate pension scheme.

The issue of TUPE applicability to pension schemes and transfer of Council staff to contractors was discussed. The Council would check to see if the pension scheme is comparable.

The Council would maintain a watching brief on contractors, but not interfere in commercial matters. It is the responsibility of contractors to

follow the law concerning working time and holiday entitlement. However the Council can exert some influence through procurement law by enforcing conditions of service under contract. Also, the Council has a legal duty to test contractors compliance with equal opportunities requirements. Health and Safety Inspectors monitor practice by contractors and review specific cases as directed.

The GMB representative noted that historically few Council staff transfer out to contractors. The aim of the report request was to check compliance and promote good practice.

## **7. UPDATE ON ESSENTIAL USER CAR ALLOWANCES**

The Head of Human Resources circulated a confidential report to the Forum setting out the position concerning the review of essential user car user allowances and an Equality impact Assessments as of February 2010.

Unions and Councillors will be asked to consider criteria for the next 'Essential Users Review'. A discussion will be held at JTUG with both trade unions, prior to consideration by JSEF and the Executive Councillor of any proposals, then HR will undertake the review.

## **8. Any Other Business**

Councillor Todd-Jones requested a report on sick days lost by Council staff in response to concerns raised at the Strategy and Resources Committee and in media coverage.

The Head of Human Resources will report back to JSEF concerning levels of council staff sickness absence. Report to cover headline details for 3 years and more detail for current year including like-for-like comparisons with other organisations

The meeting ended at 6.05p.m.

Chair