

Joint Staff Employer Forum

Chair: Councillor Taylor
Executive Councillor for Customer Services & Resources:
Jennifer Liddle



To: Councillors Taylor (Chair), Adigun-Harris, Adey, Dryden, Hughes, C Rosenstiel, Smart
Unison (Liz Brennan), GMB (Kevin Roberts).

Despatched and placed on deposit on Monday 13th March 2006.

Date: Tuesday 21st March 2006
Time: 5.00 pm
Place: Committee Room 1
Contact: Cristina Marsh
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Agenda

1. **MINUTES**

To confirm the minutes of the meeting held on 10 January 2006 as a correct record.

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2. **MATTERS ARISING FROM THE MINUTES**

Members are requested to contact the Head of Human Resources or Committee Manager prior to the meeting with any issue they wish to raise.

3. **APOLOGIES FOR ABSENCE**

4. **DECLARATIONS OF INTEREST**

Members are asked to declare at this stage any interests which they may have in any of the following items on the agenda. If any member is unsure whether or not they should declare an interest on a particular matter, they are requested to seek advice from the Head of Legal & Democratic Services before the meeting.

5. **PUBLIC QUESTION TIME** – see below for detail of the scheme and other public information.
8. **ORAL UPDATE ON PENSION SCHEME CHANGES** (Officer contact: Louise Harrington, Head of Human Resources, tel. 01223 458101)

Information for the public

You are welcome to attend this meeting as an observer, although it may be necessary to ask you to leave the room during the discussion of matters which are described as confidential on the agenda.

You can ask questions on an issue included on the agenda above, or on an issue which is within this committee's powers. If you wish to ask a question related to an agenda item contact the committee officer (listed above under 'contact') **before the meeting starts**. If you wish to ask a question on a matter not included on this agenda, please contact the committee officer by 10.00am the working day before the meeting. Further details concerning the right to speak at committee can be obtained from the committee section.

In the event of the fire alarm sounding (which is a continuous ringing sound), you should pick up your possessions and leave the building by the route you came in. Once clear of the building, you should assemble on the pavement opposite the main entrance to the Guildhall and await further instructions. If your escape route or the assembly area is unsafe, you will be directed to safe areas by a member of Cambridge City Council staff.

10th January 2006

(5.00pm-5.55pm)

JOINT STAFF EMPLOYER FORUM

PRESENT: Councillors: Taylor (Chair), Adigun-Harris, Bradnack, Hughes, C Rosenstiel, Smart
Liz Brennan (Unison), Kevin Roberts and Richard O'Leary (GMB).

Chief Executive, Head of Human Resources, Head of Customer Support, City Services, Director of City Services.

1. MINUTES – 10 November 2006

The minutes of the meeting were confirmed as a correct record with the following amendments:

“The following Councillors declared interests:

Councillor Adigun-Harris and Dryden as members of Amicus and Councillor Smart as a member of ATL.”

2. MATTERS ARISING FROM THE MINUTES

There were no matters arising from the previous minutes.

3. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Liddle.

4. DECLARATION OF INTEREST

The following Councillors declared personal interests:

Councillor Smart as a member of ATL

Councillors Adigun-Harris and Dryden as members of the NUT

Councillor C Rosenstiel as a member of Amicus.

5. PUBLIC QUESTION TIME

There were no members of the public present at the meeting.

6. HUMAN RESOURCES SERVICE PLAN 2006/07

The Head of Human Resources introduced the report to the Forum.

She envisaged the main issues as follow:

- No savings for staff in HR but savings from the general staff budget, such as staff training and childcare subsidies.
- The securing of a bid to recruit a Human Resources Diversity Adviser next April 2006. The permanent appointment of this officer is key to implementing the diversity work program.
- Some improvements to best value performance indicators have been achieved in relation to black minority ethnic staff number, but this is still an issue.
- Customer Access and organisational development will be critical work streams for 2006/7.

7 DIVERSITY UPDATE

The Head of Human Resources introduced the report to the Forum.

The Head of Human Resources made the following points:

- Good progress had been made in the last 6 months but there was still significant work to do.
- The Diversity Action Plan was considerable.
- Joint work via the Diversity Working Group was important to making good progress on diversity.

Liz Brennan, Unison Representative, was pleased with the joint stewards' workshops and found them very helpful. The same opinion was expressed by Kevin Roberts, GMB representative, who also congratulated Cambridge City Council for being ahead of other authorities, as had been recognised by external awards.

8 AGE DISCRIMINATION

The Head of Human Resources introduced the report to the Forum.

The Head of Human Resources advised that the age legislation will come into force next October 2006 and more awareness was necessary from managers, as in countries like Ireland and USA, where the legislation is in place, claims in tribunals have risen by 40%.

Liz Brennan, Unison Representative, commented that this would affect not only

prospective employees, but also working partners, recruitment agencies and so on.

Councillor Dryden pointed out that there are just 9 employees over 65 working for the Council. The Head of Human Resources will check the insurance details position and confirm this to Councillor Dryden and the JSEF chair.

9 WORKFORCE

The Head of Human Resources introduced the report to the Forum.
She was thanked for the figures.

10 UPDATE ON PENSION SCHEME CHANGES

The Head of Human Resources introduced the report to the Forum.

The Head of Human Resources made the following points:

- Local Government shares responsibility on this issue with trade unions.
- The regulations are still not finalised.
- The local trade unions have confirmed that they will be using the consultation period to 28th February to lobby for support not to abolish the 85-year rule.

Richard O'Leary, GMB, expressed the following concerns:

- Misinformation about the scheme as national employment was Tory-controlled.
- The need to be clear about the 85-year rule.
- The importance of ensuring that the information given to members was accurate.

Liz Brennan, Unison Representative, advised that the Trade Union campaign was on both a national and local level.

11 DATES OF FUTURE MEETINGS

Next meeting was scheduled for Tuesday 21st March 2006 at 5.00pm.

The meeting ended at 5.55 p.m.

Chair