

BRECKLAND COUNCIL

At a Meeting of the

LOCAL JOINT CONSULTATIVE COMMITTEE

**Held on Thursday, 17 March 2011 at 10.00 am in
Norfolk Room, The Conference Suite, Elizabeth House, Dereham**

PRESENT

Employers' Side

Mr R.G. Kybird
Mr K. Martin
Mrs S. M. Matthews (Chairman)

Staff Side

Ms R. Moreton
Ms S. Owen

In Attendance

Kathryn Ralphs - Human Resources Advisor
Kate Martin - Senior HR Consultant
Jane Osborne - Committee Officer

14/11 CHAIRMAN

It was proposed and seconded, that Cllr S. Matthews chaired the meeting in the absence of the Chairman and Vice-Chairman.

15/11 MINUTES

(a) Minutes of LJCC 3 February 2011

The minutes of the meeting held on 3 February were confirmed as a correct record and signed by the Chairman.

(b) Minutes of Special LJCC 6 December 2010

The Minutes of the meeting held on 6 December 2010 were confirmed as a correct record and signed by the Chairman.

16/11 APOLOGIES

Apologies for absence had been received from Cllrs Williams, Sherwood and Askew.

Apologies for absence on the Staff side had been received from Zandra Waterford, Richenda Farman, Lindy Warmer, Dale Wilder, and Susan Smith.

Sandra Owen was in attendance as a substitute for Richenda Farman.

**17/11 CORPORATE HEALTH & SAFETY - JOINT CONSULTATIVE
GROUP MINUTES : 23 FEBRUARY 2011**

RESOLVED that :

(a) Asbestos Survey (Minute No : 1/11 (b))

Clarification was sought as to whether the asbestos surveys related to all Breckland occupied and Breckland

Action By

**Jane
Osborne**

owned buildings.

(b) Adoption

The Minutes of the Corporate Health & Safety Joint Consultative Group meeting held on 23 February, 2011 be adopted.

Action By

18/11 TRAINING/STUDY SUPPORT & LEAVE POLICY

The Policy had been reviewed as part of the Human Resources Policy review agreed by the LJCC Committee on 28 October, 2010.

There had been minimal word changes to the existing Policy, and the amendments were shown in the report.

RECOMMEND to the General Purposes Committee that the Breckland Council's updated Training/Study/Support and Leave Policy be adopted.

19/11 RECRUITMENT & SELECTION POLICY

The Policy and Procedure had been reviewed as part of the Human Resources Policy review agreed by the LJCC on 28 October 2010. The policy had been reviewed to ensure compliance with relevant legislation and that it was still fit for purpose. It had been updated to comply with the new Equality Act 2010 legislation and there had been some word additions and changes, which the Human Resources Advisor explained to the Committee.

RECOMMEND to the General Purposes Committee that Breckland Council's updated Recruitment & Selection Policy be adopted.

20/11 STERIA TUPE PROPOSAL

The Senior HR Consultant advised the Committee that the project of Breckland taking back in house the ICT contract, and with it, the Steria staff who were assigned to that undertaking as from 1 May 2011, had already received approval through the Audit Committee on the 26 August 2010, Cabinet on 7 September 2010 and Full Council on 23 September 2010.

The report outlined the current situation with regard to the TUPE of the seven staff working locally on the Steria ICT contract. She explained the meaning of TUPE – Transfer of Undertakings (Protection of Employment) Regulations 2006.

A comparison of the Breckland and Steria terms and conditions had been completed, and was shown in summary at Appendix A of the Agenda Item.

Appendix B of the Agenda Item was a full comparison of all the terms and conditions.

Action By

After analysis, it had been concluded that all the terms and conditions were comparable, with the main difference being access to the Local Government Pension Scheme. The Authority, had no choice about the provision of the LGPS to authority employees, it was down to the individual whether they chose to opt out or not.

Steria had explained to the staff concerned that they would transfer back to Breckland, and staff were happy to be TUPED.

The report had gone to the Corporate Management Team on Monday, 14 March 2011 and they were happy with the recommendations, likewise the Staff Side.

RECOMMEND to the General Purposes Committee that the recommendation, negotiations with the seven Steria staff and the move of staff on to the Breckland Council terms and conditions, be approved.

21/11 NEXT MEETING

It was noted that the next meeting would be held on 18 May, 2011 at 10.00 a.m in the Anglia Room.

The meeting closed at 10.16 am

CHAIRMAN

VICE-CHAIRMAN