

Appendix 2

ECF Sub-Group 13 October 2015

Present:

Cllr Kiran Ramchandani
Cllr Graham Henson
Cllr Paul Osborn
Tom Whiting

Gary Martin, Unison
Darren Butterfield, Unison
Davis Searle, Unison
Jon Turner

Apologies:

AGREED ACTIONS

		ACTIONS
1	Actions from previous meetings None outstanding.	
2	Workforce Change and Reduction Mitigation Unison presented a report highlighting their concerns and recommending action that the Council could take additional to that already agreed. Review use of the term 'selective' to describe recruitment freeze exemptions. Unison to provide a list of managers who have been made redundant when they believe redundancy was not appropriate Management of workforce reductions and workforce planning to be transparent and shared with TU KR to discuss further development of workforce planning and management of reductions with JT	 JT GM JT KR/JT
3	Issues of Concern Regarding Practice under Job Evaluation Unison presented a report highlighting their concerns. The 'appeals' process should be used to address individual issues, where applicable, when failure to agree. Guidance to be provided for managers on making changes to job descriptions during the JE process. KR to discuss further options for improving the JE process in with efforts to address the points raised by Unison. JT	 ALL JT KR/JT

4	<p>Any Other Business</p> <p>TU Bill – Agreed to be an agenda item at the next CJC.</p> <p>December ECF Sub Group meeting – Agreed to postpone until January 2016</p>	<p>ALL</p> <p>ALL</p>
5	<p>Date of next meeting January 2016 – Details TBA</p>	<p>ALL</p>