

Employees' Consultative Forum

AGENDA

DATE: Thursday 31 January 2013

TIME: 7.30 pm

VENUE: Committee Rooms 1 & 2,
Harrow Civic Centre

PRE-MEETINGS: [Council Side - 7.00 pm - Committee Rooms 1&2
Employees' Side - 6.30 pm - Committee Room 3]

MEMBERSHIP (Quorum: 3 from the Council Side and 3 from the Employees' Side of the permanent membership)

Chairman: Gary Martin

Councillors:

Bob Currie	Mrs Camilla Bath
Graham Henson (VC)	Jean Lammiman
Thaya Idaikkadar	Paul Osborn
Bill Stephenson	

Employee Representatives:

Representatives of HTCC: Ms L Snowdon (2 vacancies)

Representatives of UNISON: Ms L Ahmad Mr S Compton
Mr D Butterfield (1 vacancy)

Representatives of GMB: Mr S Karia

(Reserve Council Side Members overleaf)

Reserve Council Side Members:

- | | |
|----------------|----------------------------|
| 1. Ajay Maru | 1. Barry Macleod-Cullinane |
| 2. Keith Ferry | 2. Tony Ferrari |
| 3. Navin Shah | 3. Susan Hall |
| 4. Ben Wealthy | |

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AGENDA - PART I

1. ATTENDANCE BY RESERVE MEMBERS

To note the attendance at this meeting of any duly appointed Reserve Members.

Reserve Members may attend meetings:-

- (i) to take the place of an ordinary Member for whom they are a reserve;
- (ii) where the ordinary Member will be absent for the whole of the meeting; and
- (iii) the meeting notes at the start of the meeting at the item 'Reserves' that the Reserve Member is or will be attending as a reserve;
- (iv) if a Reserve Member whose intention to attend has been noted arrives after the commencement of the meeting, then that Reserve Member can only act as a Member from the start of the next item of business on the agenda after his/her arrival.

2. DECLARATIONS OF INTEREST

To receive declarations of disclosable pecuniary or non pecuniary interests, arising from business to be transacted at this meeting, from:

- (a) all Members of the Forum;
- (b) all other Members present.

3. MINUTES (Pages 1 - 8)

That the minutes of the meeting held on 15 October 2012 be taken as read and signed as a correct record.

4. PETITIONS

To receive petitions (if any) submitted by members of the public/Councillors under the provisions of Executive Procedure Rule 49 (Part 4D of the Constitution).

5. DEPUTATIONS

To receive deputations (if any) under the provisions of Executive Procedure Rule 50 (Part 4D of the Constitution).

6. PUBLIC QUESTIONS

To receive questions (if any) from local residents or organisations under the provisions of Executive Procedure Rule 51 (Part 4D of the Constitution).

7. INFORMATION REPORT - XCITE GRADUATE PROGRAMME (Pages 9 - 12)

Report of the Corporate Director of Environment and Enterprise.

8. INFORMATION REPORT - REVENUE BUDGET AND MEDIUM TERM FINANCIAL STRATEGY 2013-14 TO 2016-17 AND DRAFT CAPITAL PROGRAMME 2013-14 TO 2016-17 (Pages 13 - 72)

Report of the Corporate Director of Resources.

9. INFORMATION REPORT - DIGNITY AT WORK APPEAL HEARINGS CASE REVIEW (Pages 73 - 76)

Report of the Divisional Director Human Resources and Development and Shared Services.

10. REVIEW OF THE TERMS OF REFERENCE FOR THE EMPLOYEE CONSULTATIVE FORUM (Pages 77 - 88)

Report of the Assistant Chief Executive.

11. INFORMATION REPORT - EMPLOYMENT OF 16 TO 24 YEAR OLDS (Pages 89 - 96)

Report of the Divisional Director Human Resources and Development and Shared Services.

12. EMPLOYEES' SIDE REPORT ON FORMAL TRADE DISPUTE - WASTE SERVICES (Pages 97 - 100)

Report of Unison.

13. MANAGEMENT RESPONSE TO UNISON REPORT : FORMAL TRADE DISPUTE WASTE SERVICES (Pages 101 - 106)

Report of the Corporate Director of Environment and Enterprise.

14. EXCLUSION OF THE PRESS AND PUBLIC

To resolve that the press and public be excluded from the meeting for the following item of business, on the grounds that it involves the likely disclosure of confidential information in breach of an obligation of confidence, or of exempt information as defined in Part I of Schedule 12A to the Local Government Act 1972:

<u>Agenda Item No</u>	<u>Title</u>	<u>Description of Exempt Information</u>
15.	Appendices to Employees' Side Report on Formal Trade Dispute – Waste Services	Information under paragraph 4 (contains information relating to negotiations in connection with a labour relations matter between the authority and its employees).
16.	Appendices to Management Response to Unison Report: Formal Trade Dispute Waste Services	Information under paragraph 4 (contains information relating to negotiations in connection with a labour relations matter between the authority and its employees).

AGENDA - PART II

15. APPENDICES TO EMPLOYEES' SIDE REPORT ON FORMAL TRADE DISPUTE - WASTE SERVICES (Pages 107 - 152)

Appendices to the Report of Unison.

16. APPENDICES TO MANAGEMENT RESPONSE TO UNISON REPORT: FORMAL TRADE DISPUTE WASTE SERVICES (Pages 153 - 156)

Appendices to the Report of the Corporate Director of Environment and Enterprise.