

**Minutes of a meeting of the Staff and Pensions Committee held on
18 July 2013**

Present:

Members of the Committee:

Councillors: Izzi Seccombe (Chair)
John Appleton
Jeff Clarke
Sara Doughty
Bill Gifford
Brian Moss

Other Councillors:

Councillor Mike Gittus

Officers: David Carter, Strategic Director, Resources
Sue Evans, Head of Human Resources and Organisational
Development
Kate Sullivan, HR Advisory Team Leader
Janet Purcell, Democratic Services Manager

1. General

(1) Apology for Absence

None.

(2) Members Declarations of Personal and Prejudicial Interests

Councillor Sara Doughty declared a personal interest as a member of Unite.

(3) Minutes of the meeting held on 19 February 2013

Resolved

That the minutes of the meeting held on 19 February 2013 be agreed as a correct record.

2. Exclusion of Public

Resolved

That members of the public be excluded from the meeting for the items mentioned below on the grounds that their presence would involve the disclosure of exempt information as defined in paragraphs 1 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

3. Exempt minutes of the meeting held on 19 February 2013

Resolved

That the exempt minutes of the meeting held on 19 February 2013 be agreed as a correct record.

4. Recognition and Procedural Agreement between Warwickshire County Council and recognised trade unions.

Sue Evans, Head of HR and OD, explained that the Council had worked with unions under an informal agreement for many years but that it is now an appropriate time to have a formalised agreement, given the number of staff who are TUPE transferred to other organisations. Union recognition, and other terms and conditions are transferred and there is an obligation on the new employer to continue to recognise trade unions in the same way. The unions have, therefore, requested a written recognition agreement so that it can be used for TUPE transfer purposes.

The Committee was advised that the proposed agreement formalises the relationship and facilities already afforded to the trade unions recognised by the Council and does not make any changes in the way the unions are recognised. The Committee was assured that, although the agreement does not constitute a legally enforceable agreement, it set out clear principles that the Council and Unions would expect employers to respect with regard to transferred staff.

The Committee welcomed the agreement and agreed that the Council sign this, subject to paragraph 10 'Termination' being amended to allow for a regular review at least every three years.

Resolved

That, subject to amendment to paragraph 10 to read 'This Agreement shall be reviewed at least every three years,' the Committee formally approves the Recognition and Procedural Agreement between Warwickshire County Council and the recognised trade unions, UNISON, UNITE and the GMB.

5 National Pay Award

The Committee was advised that the National Employers have agreed a 1% pay award and that the Council's Corporate Board had recommended that the payment apply to all staff, other than the Corporate Board.

It was noted that Warwickshire County Council had gone further than other local authorities in having frozen pay for four years, rather than two. The Committee agreed that the increase should be supported. The award had been built into budget assumptions, from April 2013.

Resolved

That the Committee endorses the payment of the 1% pay award to all staff with the exception of Corporate Board Members, as recommended by Corporate Board.

The meeting rose at 4.00 pm.

.....

Chair

The meeting ended at 12.40 pm.