

PERTH AND KINROSS COUNCIL
STRATEGIC POLICY AND RESOURCES COMMITTEE
CORPORATE HEALTH, SAFETY AND WELLBEING
CONSULTATIVE COMMITTEE

Minute of meeting of the Corporate Health, Safety and Wellbeing Consultative Committee held virtually via Microsoft Teams, on Monday 7 December 2020 at 10.00am.

Present: **Representing Perth and Kinross Council**
Councillor R McCall (substituting for Councillor C Ahern)
Councillor S McCole
Councillor B Pover
G Boland (on behalf of Executive Director (Education and Children's Services))
C Flynn, Democratic Services Manager, Corporate and Democratic Services
P Johnstone (on behalf of Corporate Human Resources Manager)
R Lyle, on behalf of Executive Director, Communities
S Crawford, Head of Property Services, Communities

Trade Union Safety Representatives and Elected Representatives of Employee Safety Committees
S Hope (Unison)
S Robertson (Unite the Union)
J Kettle (SSTA)
S Topen-Cooper (NASUWT)

In attendance: K Molley, Assistant Committee Officer, Corporate and Democratic Services

Apologies: Carolyn Weston, EIS
Councillor C Ahern
Councillor A Coates

Councillor S McCole in the Chair

1. WELCOME AND APOLOGIES

Due to connectivity problems, Councillor S McCole chaired the meeting.

Councillor S McCole welcomed all present to the meeting and apologies were noted as above.

2. DECLARATIONS OF INTEREST

There were no Declarations of Interest in terms of the Councillors' Code of Conduct.

3. MINUTE OF PREVIOUS MEETING

The minute of the meeting of the Corporate Health, Safety and Wellbeing Consultative Committee of 9 March 2020 was submitted and approved, subject to a typo under item 5.

4. MATTERS ARISING

Short Life Working Group (3 Remits) (item 5)

C Flynn provided a verbal update on the Corporate Health, Safety and Wellbeing Consultative Committee Constitution with other Committees. She advised that Committee Services and Human Resources are currently working on a draft constitution and a sample agenda. A meeting of the Short Life Working Group will be arranged in due course to seek members views on these documents.

5. APPOINTMENT OF JOINT SECRETARY

Councillor S McCole suggested deferring the appointment of Joint Secretary until the next meeting when more Trade Union representatives are present.

6. HEALTH AND SAFETY PERFORMANCE QUARTERLY REPORT

There was submitted a report by the Regulatory Services Manager (Housing and Environment) (G/20/145) preparing to inform and assist the Corporate Health, Safety and Wellbeing Consultative Committee in monitoring health and safety performance across Perth and Kinross Council; and (2) asking for progress to be noted.

S Topen-Cooper suggested reintroducing annual Staff Surveys to all employees to analyse stress levels across the authority and to see if levels are improving from previous years. P Johnstone advised that a short-term survey was issued to employees in May/June 2020 to examine employee's wellbeing due to consequences of the pandemic. A significant number of employees working conditions have changed with many now working from home or being re-tasked into other services. Another survey was sent to all employees in September 2020 to establish individual experiences have changed and to establish what other support would be beneficial. OD had developed Sounding Board sessions virtually to look at different aspects of the survey responses to ensure that we meet the ongoing needs and expectations of our workforce.

P Johnstone added that there are already several measures in place to support employees working at home and we need to continue to promote these e.g encouraging employees to take regular breaks and go for a walk during daylight hours. P Johnstone advised that Human Resources are working with management to monitor sickness levels. All absences related to covid are recorded differently to any other type of sickness absence.

J Kettle asked a question regarding support for staff working in schools during the pandemic and expressed concerns that support seemed to be focused on employees working from home. P Johnstone advised that a Sounding Board for

school-based staff was being arranged by OD. Responses from school-based staff will be monitored to see how employee welfare differs from employees working from home.

Resolved:

The contents of the report, be noted.

7. ANY OTHER COMPETENT BUSINESS

S Topen-Cooper raised concerns regarding staff working with distressed pupils in schools and wondered what measures are in place to protect themselves and pupils as monthly CALM staff training sessions have been suspended due to the pandemic. G Boland advised that an update would be brought back to Committee.

Post agenda note - An update has been provided to members through email:

CALM Practice Sessions are provided to reinforce practice but not essential to be provided on a monthly basis; arrangement for access to Practice Sessions vary in each Local Authority. In Perth and Kinross it is hoped to re-establish Practice Session early in 2021, however this will be dependent on Covid-19 restrictions. At the outset of the Covid-19 restrictions the accreditation organisation, CALM Training, confirmed that practitioner's accreditation would be automatically extended and that all practitioners using CALM physical intervention or escape techniques continue to be covered by insurance.

8. DATE OF NEXT MEETING

8 March 2021

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