

**PERTH AND KINROSS COUNCIL
STRATEGIC POLICY AND RESOURCES COMMITTEE
EMPLOYEES JOINT CONSULTATIVE COMMITTEE**

Minute of meeting of the Employees Joint Consultative Committee, held virtually via Microsoft Teams on Thursday 26 November 2020 at 10.00am.

Present: Representing Perth and Kinross Council:

Councillors C Ahern (substituting for M Lyle), H Anderson, K Baird (substituting for R McCall) and S McCole (all Perth and Kinross Council).

Present: Representing Trade Unions:

S Hope (UNISON)
L Roberts (UNISON)
S Robertson (Unite the Union)

In Attendance: P Johnstone, S Devaney, C Flynn, D McPhee and D Williams (all Corporate and Democratic Services) and K Robertson (Education and Children's Services).

Apologies: Councillors M Lyle and R McCall (Perth and Kinross Council).

1. APPOINTMENT OF CONVENER AND VICE-CONVENER

It was agreed that S Hope be appointed Convener and Councillor S McCole Vice-Convener.

S Hope in the Chair.

2. DECLARATIONS OF INTEREST

There were no declarations of interest in terms of the Councillors' Code of Conduct.

3. MINUTE OF MEETING OF THE EMPLOYEES JOINT CONSULTATIVE COMMITTEE OF 24 SEPTEMBER 2020

The minute of meeting of the Employees Joint Consultative Committee 24 September 2020 was submitted and approved as a correct record.

4. MATTERS ARISING

(i) Remote Working Update

S Hope advised that discussions had been ongoing between Trade Unions and the Council's Human Resources team. P Johnstone advised that

consultation with senior management, and sounding boards with staff groups were also ongoing. S Hope highlighted the importance of managers asking the right questions about wellbeing and ability to work from home, to enable staff to come forward if struggling. S Hope further emphasised the importance of this item remaining on the agenda for this Committee.

5. EQUALITIES UPDATE

There was submitted an update (G/20/125) and an accompanying verbal update from D McPhee, Equalities Team Leader, , and P Johnstone, HR Manager. D McPhee and P Johnstone updated those present on Staff Networks, the See Me In Work Programme, the EU Settlement Scheme, Armed Forces Covenant, Show Racism the Red Card, Staff Learning and Development with regards to equalities opportunities, Holocaust Memorial Day, Equally Safe at Work, Health and Wellbeing, and Occupational Segregation.

D McPhee advised that there has been an increase in attendance at Staff Networks since these meetings had moved online., He added that there was an intention to extend invitations to these meetings to Trade Union members. D McPhee also advised that there had been a significant drop-off recently in applications to the EU Settlement Scheme, emphasising the importance of continuing to promote awareness of the scheme, to encourage applications.

In response to a query from S Robertson, Unite the Union, regarding commemorations for International Worker's Day, D McPhee advised that he would add this to the calendar for 2021 events. S Hope requested the dates of meetings of Staff Networks, with a view to establishing stronger joint work and partnerships.

6. COVID RESPONDERS UPDATE

There was submitted an update (G/20/126), with accompanying verbal update from Sarah Devaney, HR Team Leader, outlining the present situation with regards to Covid Responders. S Devaney advised that a Microsoft Teams site had been created for the volunteers to promote messages and create a space for regular two-way communication, highlighting the importance of remaining engaged to be mobilised. .

Councillor C Ahern asked if ex-Service individuals within the Council had come forward as Covid Responders, as they would have skills acquired in the Armed Forces in terms of logistics. In response, S Devaney advised that individuals had to volunteer and the information requested from them and shared with managers includes any particular skill-sets. It is not known how many Covid Responders are ex-Armed Forces.

In response to a query from S Hope, S Devaney confirmed that this was an entirely voluntary scheme and has been throughout the Covid-19 Pandemic.

7. ESSENTIAL SERVICES LIST

S Devaney provided a verbal update to those present, advising that there was 18 Essential Services within the Council, and work had been ongoing with the Executive Officer Team and in light of the refreshed Scottish Government Tier System to consider what other services may require to be delivered.

S Devaney advised that this was an ongoing process and members would be further updated at a future meeting of the Committee.

8. ANY OTHER COMPETENT BUSINESS

There was no other competent business.

9. PROVISIONAL TIMETABLE OF MEETINGS FOR 2021

Members agreed the following dates for Committee's in 2021;

25 February
27 May
30 September
25 November

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