

## REPORT OF THE GENERAL FUNCTIONS COMMITTEE

6 JANUARY 2005

Committee:

- \*Councillor Joan Scannell (Chairman)
- \*Councillor Victor Lyon BA (Hons) (Vice-Chairman)

Councillors:

- \* Steven Blomer
- \* Jeremy Davies
- \* Kevin Edson
- \* Claire Farrier
- \* Robert Newton

\*denotes Member present

### 1. **BUDGET 2005/2006 (Cl. Dec14/12/05) (Report of the Head of Human Resources – Agenda item 5):**

The Committee considered the report of the Head of Human Resources. They also considered the following documents which were circulated at the meeting:

- (i) a paper prepared by the Chief Officers concerned outlining their responses to concerns expressed by the Corporate Joint Negotiation and Consultation Committee (JNCC) on 5 January;
- (ii) a joint letter from GMB and UNISON reiterating questions posed by the Employees' Side at the Corporate JNCC and concerns relating to the operation of the selection criteria for redundancy in the Street Enforcement Service. The Trade Unions also requested that no action be taken on the budget proposal until after the outcome of a meeting with the Director of the Environment had been reported to the next meeting of the General Functions Committee.
- (iii) the Chief Officers' response to the Trade Unions' questions.

In connection with the concerns referred to in (ii) above, the Chairman was given an assurance that the issues raised by the Trade Unions, which related to the operation of the selection criteria for redundancy, were regarded by officers as being extremely serious, and that a meeting will be held to address the concerns that the selection criteria for redundancies, as set out in Appendix C to the Head of Human Resources' report, would be applied consistently across the council.

Three members of the Committee required, in accordance with Paragraph 5 of Part 3 of the Constitution, that the Committee make a recommendation to Council on this matter, and the Committee accordingly

RESOLVED TO RECOMMEND –

- (1) That the list of posts affected by the budget proposals as set out in Appendix A to this Item be approved.
- (2) That, following completion of the statutory consultation with Trade Unions, the Head of Human Resources be instructed to serve the necessary notices to take effect immediately.

**2. RESTRUCTURE OF THE LAW AND PROBITY SERVICE (Report of the Borough Solicitor- Agenda item 7):**

The Committee considered the report of the Borough Solicitor, together with a revised Appendix B – the proposed grades which had been revised since circulation of the reports as a result of job evaluation.

Three members of the Committee required, in accordance with Paragraph 5 of Part 3 of the Constitution, that the Committee make a recommendation to Council on this matter, and the Committee accordingly

RESOLVED TO RECOMMEND –

- (1) That the proposed restructure of the Law and Probity Service as set out in the Borough Solicitor's report and the revised Appendix B be approved.
- (2) That the Borough Solicitor be instructed to issue notice of redundancy as appropriate.