

Cherwell District Council

Council

19 May 2015

Joint Councils Employee Engagement Committee

Report of Chief Executive

This report is public

Purpose of report

This report recommends the implementation of the Joint Councils Employee Engagement Committee to undertake consultation and engagement with employees on behalf of Cherwell District Council and South Northamptonshire Council as set out in the final business case for joint working agreed by both authorities at their Council Meetings in February 2015.

1.0 Recommendations

1.1 Following adoption of the final business case for joint working by Council in February 2015 and a period of consultation with the relevant Trade Union Representatives Members are recommended, subject to South Northamptonshire Council resolving in similar terms, to:

- 1) Establish the Joint Councils Employee Engagement Committee with the terms of reference as set out in the Final Business Case 'Developing the Approach to Joint Working and the Delivery of Local Authority Services' agreed by Council in February 2015 (see appendix 1 for the terms of reference endorsed as part of the final business case)
- 2) Disband the existing arrangements for employee consultation (the Council and Employee Joint Committee at Cherwell District Council and the Council and Employee Local Joint Committee at South Northamptonshire Council).

2.0 Introduction

2.1 As part of the Final Business Case 'Developing the Approach to Joint Working and the Delivery of Local Authority Services' adopted by both Cherwell District Council (CDC) and South Northamptonshire Council (SNC) in February 2015, new joint arrangements for employee engagement and consultation were set out with a proposed terms of reference for a Joint Councils Employee Engagement Committee.

- 2.2 The business case outlined how this committee would replace the two separate consultative committees currently in place at CDC and SNC enabling employee consultation and engagement to be undertaken in a more coherent and effective fashion with one joint committee undertaking the role.
- 2.3 Following a period of public consultation the Final Business Case for Joint Working was agreed by CDC and SNC in February 2015. Following this endorsement consultation with the Trade Unions has been undertaken regarding the implementation of the new Joint Councils Employee Engagement Committee.

3.0 Report Details

- 3.1 The consultation with Trade Union representatives has been completed regarding the implementation of the new Joint Councils Employee Engagement Committee.
- 3.2 Following minor points of clarification no objections or concerns were raised. As such implementation of the proposals (see Appendix 1) is recommended including the disbandment of the current consultative committee arrangements.

4.0 Conclusion and Reasons for Recommendations

- 4.1 The Final Business Case 'Developing the Approach to Joint Working and the Delivery of Local Authority Services' agreed by Council at their meeting in February 2015 included proposals and terms of reference for the Joint Councils Employee Engagement Committee. Following positive consultation with the Trade Unions it is recommended this committee is established and the existing arrangements for employee consultation are disbanded.

5.0 Consultation

- 5.1 Consultation regarding the proposed establishment of a Joint Councils Employee Engagement Committee to replace the existing arrangements (the Council and Employee Joint Committee at Cherwell and the Council and Employee Local Joint Committee at South Northamptonshire) has been undertaken with the Trade Union representatives from both Cherwell District and South Northamptonshire Councils.
- 5.2 There were no objections to the proposed terms of reference, the implementation of the new Joint Councils Employee Engagement Committee, or the disbanding of the previous arrangements.

6.0 Alternative Options and Reasons for Rejection

- 6.1 Alternative options would be based on either continuing with the current consultative arrangements or exploring alternative consultation and engagement options. It is not recommended that either of these alternatives is pursued as Council in February 2015 endorsed the approach outlined subject to consultation.

This consultation has now been completed with no objections or alternative proposals received.

7.0 Implications

Financial and Resource Implications

7.1 There are no financial implications arising from the recommendations in this report.

Comments checked by: Martin Henry, Director of Resources, Cherwell and South Northants Councils, 0300 0030102, martin.henry@cherwellandsouthnorthants.gov.uk

Legal Implications

7.2 There are no legal implications arising from the recommendations in this report.

Comments checked by: Kevin Lane, Head of Law and Governance, Cherwell and South Northants Councils, 0300 0030107, kevin.lane@cherwellandsouthnorthants.gov.uk

8.0 Decision Information

Wards Affected

None

Links to Corporate Plan and Policy Framework

Links to all themes within the councils' corporate plans/strategies.

Document Information

Appendix No	Title
1	Terms of Reference - Joint Councils Employee Engagement Committee
Background Papers	
None	
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