

## GENERAL PURPOSES COMMITTEE

TUESDAY, 29TH JULY, 2014

**PRESENT:** Councillor K Wakefield in the Chair

Councillors S Golton, P Gruen, G Latty,  
J Lewis, A Lowe, E Nash, M Rafique and  
S Varley

Apologies Councillors D Blackburn, J Blake and  
J Procter

### **1 Appeals against refusal of inspection of documents**

There were no appeals against the refusal of inspection of documents.

### **2 Exempt Information - possible exclusion of the press and public**

The Committee considered the designation of Appendix 3 to Agenda item 7 (minute 7 refers) as exempt under the Access to Information Procedure Rules 10.4 (4) and (5).

**RESOLVED** - That the press and public be excluded from the meeting during consideration of the following part of the agenda designated as containing exempt information on the grounds that it is likely, in view of the nature of the business transacted, that if members of the press and public were present there would be disclosure to them of exempt information, as follows:-

Appendix 3 to Agenda item 7 because it contained information relating to negotiations in connection with industrial relations and information in respect of which a claim to legal professional privilege could be maintained in legal proceedings. It was considered in these circumstances that the public interest in maintaining the exemption from publication outweighed the public interest in disclosing the information.

### **3 Late items**

There were no late items submitted to the agenda for consideration.

### **4 Declaration of Disclosable Pecuniary and Other Interests**

No declarations were made.

### **5 Apologies for absence**

Apologies for absence were received from Councillors D Blackburn, J Blake and J Procter.

## **6 Minutes - 28th May 2014**

**RESOLVED** – That the minutes of the meeting held 28th May 2014 be approved as a correct record.

## **7 HR Challenges 2014 - Proposed Changes to Terms and Conditions**

The Chief Officer HR submitted a report which sought approval from General Purposes Committee to changes to employment terms and conditions as outlined in Appendix 1 of the submitted report.

**RESOLVED** – Following detailed consideration of the report General Purposes Committee unanimously resolved to:

- (a) Note the contents of this report and consider the detailed legal advice in exempt Appendix 3 of the submitted report;
- (b) Note the continued consultation with the TUs with a view to trying to reach a collective agreement;
- (c) Agree the changes to terms and conditions outlined in paragraph 3.3.3 of the submitted report and detailed in appendix 1 of the submitted report.
- (d) Agree that the new proposals will be put into effect for new starters to the Council as soon as practicable after the 1st August 2014. For current staff offered new contracts following internal changes, the new terms would apply from 1st September 2014;
- (e) Note, in the absence of a collective agreement, for current staff the options available to implement these proposals are: to seek individual consent; to give notice of the changes; or to dismiss and immediately re-engage staff on new terms and conditions of employment. Different options may apply to each proposal and to all or groups of affected staff in scope; and
- (f) Note that authority to implement these changes rests with the Deputy Chief Executive in accordance with the approved delegation scheme.