

HR Sub Group - Actions

17th April 2018, 10.30, CR4

Attendees: Paul MacPherson (GMB), Margaret Macrae (RCN), Alistair Bell (EIS), Alistair Wemys (UNITE), Caroline Campbell (CS), Sandra Campbell (C&L), Ailsa Mackay (D&I), Elaine Barrie (HR), Murdo Macdonald (HR), Claire Blackburn (HR), Kateryna Zoryk (HR), Louise McGunnigle (HR)

Apologies: John Gibson (UNISON), Rikki Selkirk (GMB), Alasdair Bruce (Finance), Liz Mackay (UNISON), Brian Porter (C&L).

		Owner
1	<p>Bullying and Harassment Policy Review, finalise and approve draft policy</p> <p><i>Action:</i></p> <p>a) Updated policy approved (approved draft attached)</p> <p>b) New B&H Policy to be launched once guidance developed and agreed</p> <p>c) Continue to appoint and train the B&H contacts</p>	<p>All LM KZ</p>
2	<p>Grey Fleet Review Update on the Grey Fleet review which has taken place as part of the redesign programme</p> <p><i>Action:</i></p> <p>a) Share Grey Fleet implementation plan with group</p> <p>b) Bring any proposed review of the travel and subsistence policy to the sub-group</p>	<p>KZ KZ</p>
3	<p>Accredited Living Wage employer Report to Corporate Resources recommending the Council become a Living Wage Employer.</p> <p><i>Action:</i></p> <p>a) Confirm with procurement why the payment of LW cannot be a requirement for contractors rather than just encouraged.</p> <p><u>Response received from procurement below:</u></p> <p><i>The same issues re misunderstanding of Living Wage came up very recently at a Scotland Excel User Intelligence Group...some Councils wanted a dispensation to exclude framework suppliers that were not LW accredited or willing to pay it to all staff working on the contract. Scotland Excel indicated informally that condoning this created an unacceptable risk for them as well as the Councils considering taking that approach. It might well be that all suppliers awarded a place on the framework are LW accredited, working towards it or willing to pay it and it becomes a non-issue. It may well be that the NHS routinely secure LW accreditation/payment etc from their suppliers but that is different from mandating it in the contract. There is a considerable amount of misunderstanding on this issue.</i></p> <p><i>This Scottish Government link from 2016 covers the position fairly well. I think the confusion comes from statements like "LW can be taken into account as part of a public procurement process.".....that does not mean it can be mandated.</i></p>	<p>EB</p>

	<p>http://www.gov.scot/Topics/Government/Procurement/policy/Procurementlivingwage</p> <p>As per the statements in the C&PSS Charter</p> <p><i>“Payment of the Living Wage/Living Wage accreditation is not: i) a mandatory condition of participation in procurement or ii) in isolation, a factor in award criteria. The partner councils will routinely capture information on Living Wage accreditation/stage of Living Wage accreditation or a willingness to apply Living Wage to employees working on Council premises, sites and open spaces for the duration of the contract”</i></p>	
4	<p>Developing a Construction Charter Discussion on the charter and how we can support this through partnership</p> <p>Action:</p> <ul style="list-style-type: none"> a) Copy of the Charter to be sent out b) Unions to take this to their regional office for review and agreement for a proposed joint statement c) Unions to confirm back at the Partnership forum on the 4th May 	<p>KZ TUs TUs</p>
5	<p>HR Legislative updates</p> <p>The Sub Group considered forthcoming HR legislation</p>	
6	<p>Trade Union Items</p> <ul style="list-style-type: none"> • Margaret Macrae, RCN asked for clarification on what payments are being made for sleeping in allowance for Agenda of Change employees (Orchard). Changes have been agreed and it’s unclear if this has been provided to the Council. <p>Actions:</p> <ul style="list-style-type: none"> a. Review with Service and Payroll and return to Margaret. 	<p>EB</p>
10.	<p>Next Meeting</p> <p>Wednesday 5th Sept at 10.30am, CR4 , HQ</p>	