

EMPLOYEE ISSUES FORUM

Minutes of meeting held in Committee Room 5, Council Offices, Almada Street, Hamilton on 18 June 2019

Chair:

Councillor Isobel Dorman

Councillors Present:

Councillor Maureen Chalmers (*substitute for Councillor McGuigan*), Councillor Fiona Dryburgh (*substitute for Councillor Hamilton*), Councillor Monique McAdams, Councillor Richard Nelson, Councillor Collette Stevenson

Councillors' Apologies:

Councillor Graeme Campbell, Councillor Gerry Convery, Councillor Lynsey Hamilton, Councillor Graeme Horne, Councillor Joe Lowe, Councillor Jim McGuigan

Attending:

Finance and Corporate Resources

G Bow, Administration Manager; K McVeigh, Head of Personnel Services; M Milne, Personnel Advisor

Education Resources

S Nicolson, Head of Education (Hamilton Area)

1 Declaration of Interests

No interests were declared.

2 Minutes of Previous Meeting

The minutes of the meeting of the Employee Issues Forum held on 5 February 2019 were submitted for approval as a correct record.

The Forum decided: that the minutes be approved as a correct record.

3 Council-wide Workforce Monitoring – February to April 2019

A report dated 28 May 2019 by the Executive Director (Finance and Corporate Resources) was submitted on the following Council-wide employee information for the period February to April 2019:-

- ♦ attendance statistics
- ♦ occupational health statistics
- ♦ accident/incident statistics
- ♦ discipline, grievances and Dignity at Work cases
- ♦ analysis of leavers, exit interviews and labour turnover
- ♦ recruitment monitoring
- ♦ Staffing Watch as at 9 March 2019

The Forum decided: that the report be noted.

[Reference: Minutes of 5 February 2019 (Paragraph 3)]

4 Education Resources – Workforce Monitoring – February to April 2019

A report dated 28 May 2019 by the Executive Director (Education Resources) was submitted on the following employee information for Education Resources for the period February to April 2019:-

- ◆ attendance statistics
- ◆ occupational health statistics
- ◆ accident/incident statistics
- ◆ disciplinary hearings, grievances and Dignity at Work cases
- ◆ labour turnover, analysis of leavers and exit interviews
- ◆ Staffing Watch as at 9 March 2019

The Forum decided: that the report be noted.

[Reference: Minutes of 5 February 2019 (Paragraph 4)]

5 South Lanarkshire Council – MCR Pathways Programme

A report dated 28 May 2019 by the Executive Director (Education Resources) was submitted on the Council's progress with the 'MCR Pathways' programme.

MCR Pathways was a school-based mentoring and talent development programme specifically designed to provide personalised support through 1 to 1 mentoring for disadvantaged, vulnerable and/or care experienced young people, including young people on the fringes of the care system.

The MCR Pathways programme was initially offered to vulnerable learners in the following 6 secondary schools:-

- ◆ Hamilton Grammar
- ◆ St John Ogilvie High School, Hamilton
- ◆ Cathkin High School, Cambuslang
- ◆ Calderside Academy, Blantyre
- ◆ Stonelaw High School, Rutherglen
- ◆ Trinity High School, Rutherglen

An MCR Programme Co-ordinator was based in each school and Programme Co-ordinators worked with pupils from S1 and S2, involving them in group work and confidence building activities.

Mentors were recruited from the local community and the only requirement to become a mentor was the desire to help a young person and to put them first by building a positive relationship based on non-judgmental listening and by providing encouragement.

It was anticipated that participation in the programme would impact positively on the following areas:-

- ◆ Post 16 return to school rates
- ◆ attainment
- ◆ motivation (measured by MCR programme methodology)
- ◆ attendance and engagement
- ◆ skills and aspirations
- ◆ health and wellbeing

The Council's MCR Pathways programme, which had been branded as the Young South Lanarkshire Talent (YSTL) programme, was officially launched by the Chief Executive, at a well-attended event on 25 March 2019, and Programme Co-ordinators were now in post following the completion of a full-time, 6 week induction/training event.

Details of the range of supports which had been put in place by the Council to support the programme were provided in the report.

The Council recognised the benefit that mentoring could have on volunteers who supported young people. As a further commitment to the programme, the Council would support appointed volunteers to carry out mentoring meetings during their work time.

The Forum decided: that the report be noted.

[Reference: Minutes of Education Resources Committee of 7 May 2019 (Paragraph 12)]

6 Urgent Business

There were no items of urgent business.