

EMPLOYEE ISSUES FORUM

Minutes of meeting held in Committee Room 5, Council Offices, Almada Street, Hamilton on 18 February 2020

Chair:

Councillor Isobel Dorman

Councillors Present:

Councillor Graeme Campbell, Councillor Gerry Convery, Councillor Lynsey Hamilton, Councillor Graeme Horne, Councillor Joe Lowe, Councillor Monique McAdams

Councillors' Apologies:

Councillor Jim McGuigan, Councillor Richard Nelson, Councillor Collette Stevenson

Attending:

Finance and Corporate Resources

A Bell, Personnel Officer; G Bow, Administration Manager; K McVeigh, Head of Personnel Services; M Milne, HR Business Partner

Social Work Resources

E Devlin, Community Living Manager; L Purdie, Head of Children and Justice Services

Also Attending:

D Marshall, UNISON

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 26 November 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 – October to December 2019

A report dated 14 January 2020 by the Executive Director (Finance and Corporate Resources) was submitted on the following Council-wide employee information for the period October to December 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 14 September 2019

The Forum decided: that the report be noted.

[Reference: Minutes of 26 November 2019 (Paragraph 3)]

4 Equally Safe at Work Pilot

A report dated 20 January 2020 by the Executive Director (Finance and Corporate Resources) was submitted on the Equally Safe at Work pilot.

Equally Safe at Work was an employer accreditation programme piloted by Close the Gap in Scottish local authorities.

Equally Safe recognised that Violence Against Women (VAW) was a cause and consequence of gender inequality. Addressing inequality in the workplace was, therefore, a fundamental step in preventing violence against women.

Research conducted by Close the Gap established that there were no employer accreditation programmes focused on gender equality at work and violence against women at work in Scotland or the United Kingdom.

The main aims and outcomes of the programme were that:-

- ◆ workplaces better understood gender equality and violence against women
- ◆ workplaces better understood their role in preventing VAW and advancing gender equality
- ◆ employers had improved employment policies and practice that were gender sensitive
- ◆ tolerance of VAW was reduced in the workplace

The pilot commenced in January 2019 and lasted for a period of 1 year, with a focus on areas core to addressing women's inequality in the labour market, preventing violence against women in the workplace, and supporting those women at work.

South Lanarkshire Council had been 1 of 7 councils selected to take part in the pilot. The other councils involved were:-

- | | |
|-------------------------|-----------------------------|
| ◆ Aberdeen City Council | ◆ North Lanarkshire Council |
| ◆ Highland Council | ◆ Perth and Kinross Council |
| ◆ Midlothian Council | ◆ Shetland Council |

The Equally Safe at Work pilot had provided an opportunity to review policies, the domestic abuse training and to consider how information was communicated. The pilot also resulted in closer partnership working with the Lanarkshire Gender Based Violence (GBV) Partnership, in relationship to distributing information about GBV and also when reviewing the content of the online training.

The outcome of the review had highlighted the need to update the content of the policies and the training information to ensure that it was inclusive, gender sensitive and reflected the current legislation. There was also a need to consider different methods of cascading information to employees. Specific action undertaken was detailed in Appendix 1 to the report.

The Forum decided: that the report be noted.

5 Presentation – Modern Apprentices and Switch 2

E Devlin, Community Living Manager and L Purdie, Head of Children and Justice Services gave a joint presentation on Social Work Resources' Modern Apprentices and Switch 2 and the support provided to employees, including:-

- ◆ social care
- ◆ why choose social care?
- ◆ starting your career

- ◆ South Lanarkshire Council's Social Care Modern Apprenticeship Programme
- ◆ testimonials

Having responded to members' questions, the officers were thanked for their informative presentation.

The Forum decided: that the presentation be noted.

6 Urgent Business

There were no items of urgent business.