

# EMPLOYEE ISSUES FORUM

Minutes of meeting held via Confero and in the Council Chamber, Council Offices, Almada Street, Hamilton on 7 March 2023

**Chair:**

Councillor Margaret Cowie

**Councillors Present:**

Councillor John Anderson, Councillor Walter Brogan, Councillor Gerry Convery, Councillor Celine Handibode (Depute), Councillor Katy Loudon

**Councillors' Apologies:**

Councillor Archie Buchanan, Councillor Geri Gray, Councillor Richard Nelson, Councillor Kirsten Robb

**Attending:**

**Finance and Corporate Resources**

H Calley, Administration Officer; E Maxwell, HR Business Manager; K McVeigh, Head of Personnel Services; L Wyllie, Administration Assistant

**Community and Enterprise Resources**

K Allan, Sustainable Development Officer

**Also Attending:**

K Wallace, Unite the Union

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## 1 Declaration of Interests

No interests were declared.

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## 2 Minutes of Previous Meeting

The minutes of the meeting of the Employee Issues Forum held on 8 November 2022 were submitted for approval as a correct record.

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

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## 3 Council-wide Workforce Monitoring – October to December 2022

A report dated 2 February 2023 by the Executive Director (Finance and Corporate Resources) was submitted on the following Council-wide employee information for the period October to December 2022:-

- ◆ attendance statistics
- ◆ occupational health statistics
- ◆ accident/incident statistics
- ◆ disciplinary hearings, grievances and Dignity at Work cases
- ◆ analysis of leavers and exit interviews
- ◆ recruitment monitoring
- ◆ Staffing Watch as at 10 December 2022

Officers responded to members' questions regarding self-referral to the Employee Assistance Programme, the challenges with recruitment, given the number of applications received for posts, and the cost of staff absences to the Council.

**The Forum decided:** that the report be noted.

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#### **4 Community and Enterprise Resources – Workforce Monitoring – October to December 2022**

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A joint report dated 2 February 2023 by the Executive Directors (Finance and Corporate Resources) and (Community and Enterprise Resources) was submitted on the following employee information for Community and Enterprise Resources for the period October to December 2022:-

- ◆ attendance statistics
- ◆ occupational health statistics
- ◆ accident/incident statistics
- ◆ disciplinary hearings, grievances and Dignity at Work cases
- ◆ analysis of leavers and exit interviews
- ◆ Staffing Watch as at 10 December 2022

Officers responded to a member's question regarding the background to the number of disciplinary hearings within the Resource.

**The Forum decided:** that the report be noted.

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#### **5 Sustainability and Climate Change**

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K Allan, Sustainable Development Officer, Community and Enterprise Resources, gave a presentation on sustainable development and climate change.

The Council's sustainable development and climate change agenda was governed through the Climate Change and Sustainability Committee. The governance structure also included a Sustainability and Climate Change Steering Group which was attended by Heads of Service and senior managers.

The presentation highlighted the following:-

- ◆ the environmental, economic and social pillars of sustainable development and climate change
- ◆ national targets and Scotland's ambitious climate change legislation
- ◆ local implementation required to achieve national goals
- ◆ the context in South Lanarkshire
- ◆ climate change and employee issues
- ◆ future considerations

Having responded to members' questions, K Allan was thanked for her informative presentation.

**The Forum decided:** that the presentation be noted.

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#### **6 Urgent Business**

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There were no items of urgent business.