

Agenda Item 20

MINUTES OF THE MEETING OF THE YORKSHIRE & HUMBER EMPLOYERS' ASSOCIATION HELD VIRTUALLY ON THURSDAY 13 JANUARY 2022

Present:

Metropolitan Districts

Cllr Jane Nightingale	Doncaster MBC (Chair)
Cllr Alan Gardiner	Barnsley MBC
Cllr Stuart Sansome	Rotherham MBC
Cllr Paul Davies	Kirklees Council
Cllr Cate MacDonald	Sheffield City Council

Unitary Councils

Cllr Stan Shreeve	North-East Lincs
Cllr Nigel Ayre	City of York

Fire Authorities

Cllr John Briggs	Humberside Fire & Rescue Service
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County Council

Cllr Cliff Lunn	North Yorkshire County Council
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In Attendance

Ian Brandwood	West Yorkshire Fire
Emma Wyatt	Leeds CC
Gemma Taskas	Leeds CC
Sarah Ridley	Sheffield CC
Jill Clayton	Wakefield MDC
Debbie Haines	North Lincs
Georgina Garlick	Harrogate
Jill Parker	Doncaster MBC
Jackie Addison	Calderdale MBC
Helen Whiting	City of York
Lyndsey Linton	ERYC
Trudy Forster	NYCC
Nick Smith	Bradford MDC
Joanne Holland	Richmondshire DC
Vicky Leach	NE Lincs
Joanne Grigg	West Yorkshire Combined Authority
Michael Potter	Barnsley MBC
Lynne Halls	Hambleton DC
Jacquie Hodgson	Craven DC
Haroon Rashid	North Yorkshire County Council
Sue Kelsey	South Yorkshire Fire and Rescue
Julie Brookes	YHEA

Employers Secretary

Steve Walmsley (YHEA)

1. Introductions and Apologies

Apologies for absence were received on behalf of Cllr Silva Dacre - Calderdale MBC, Cllr Michelle Collins – Wakefield MDC

2. Notes of the last meeting

Notes were agreed.

3. Matters Arising.

Certification Officers Levy will be subject to a maximum of approximately 2.5K to 3K relating to the income level of the Employers Organisation, and an absolute maximum of £5k. Certification Office have been checking the status of all Employers Organisations', evidence of this was returned by the region in December 21. No confirmation has been issued to date.

4. Appointment of Vice Chair for 2021/22

Nominations of interest to be sent to Steve Walmsley on steve.walmsley@yhemployers.org.uk or Cllr Jane Nightingale (Chair) on janecouncillor.Nightingale@doncaster.gov.uk

5. 2021 Pay Negotiations

Ballot response from Unison is due on 14 January, it is expected that the result will be a yes vote but without the 50% turnout.

Unite has only just commenced their ballot process, a result will not be given until later in February. This presents challenges with regard to the sign off of a pay circular in time for payment to be made in March 2022.

Employees in the region are stating that they want the pay award settling as soon as possible to help with the rising cost of living.

In North Yorkshire, the lack of agreement is impacting on recruitment locally as other employers are paying more to attract new employees.

Due to the settlement delay Issues were raised regarding grant claims. Many of these have to be claimed for the current budget year and will have to be claimed without the pay increase.

Once the pay circular is issued it forms part of the NJC agreement and is incorporated into contracts of employment providing the legal basis for payment. If an authority wished to make payment in advance of an agreed national circular a clear legal basis for such a payment would be needed.

6. Labour Market Shortages

Authorities were asked to report, as necessary.

7. Future Organisational and Budget Issues

Consultation with authorities had demonstrated showed that the Employers Organisation will be required in the region in some form. Moving forward the two options that achieved the most support were either the hosting of the organisation within Wakefield MDC (as currently applies) or the merger with the Regional Policy Unit based in Wakefield MDC.

There will be some financial challenges ahead. Non staffing savings are limited, audit and SLA costs need to be covered and these are kept as low as possible. Staffing cost are low but will be looked at as part of the review. There are opportunities to utilise lower cost routes to deliver some services.

Steve and Julie left the meeting for discussions to take place.

It was agreed that a further paper that incorporated a revised operating model and budget options be presented to the April YHEA meeting.

9. GDPR

Nothing reported.

10. Any Other Urgent Business

Nothing reported.

11. Planning for the Next Meeting

Next meeting is on Tuesday 5 April 2022 at 10am

If anyone has any other specific agenda items for future meetings, please email Steve on steve.walmsley@yemployers.org.uk

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