



Minutes of meeting of the JOINT NEGOTIATING COMMITTEE (EMPLOYERS') held on MONDAY 5 OCTOBER 2020 at 10.39 am

Present: Councillor Middleton (Chair)
Councillors Bowyer, Carr (Vice-Chair) and Darlington

Officers: S Richardson (Director - Finance and Resources), M Zaman (Head of HR), O Bannister (HR Business Partner), A Shokar (HR Business Partner) and J Crighton (Committee Manager)

Apologies: Councillors Alexander, Hosking (Vice-Chair) and Miles and C Stanton (Pay and Reward Manager)

JNC(E)05 MINUTES

RESOLVED -

That the Minutes of the meeting of the Joint Negotiating Committee (Employers') held on 6 July 2020 be approved and signed by the Chair as a correct record.

JNC(E)06 DECLARATIONS OF INTEREST

None disclosed.

JNC(E)07 MATTERS ARISING FROM THE JOINT NEGOTIATING COMMITTEE HELD ON 5 OCTOBER 2020

The Committee considered the outcomes from the Joint Negotiating Committee, held prior to this meeting, which had considered reports on the Social Worker Employee Referral Scheme - Children's Services and the Social Worker Registration Fee and 'Golden Hello' Payment Review.

It was noted that there had been unanimous support in relation to both items.

RESOLVED -

That the following decisions of the Joint Negotiating Committee be ratified:

- (a) Social Worker Employee Referral Scheme - Children's Services
 - (i) That the scheme come into effect from 1 October 2020 in line with the Autumn Social Worker recruitment campaign allowing current employees across the

organisation to refer a friend and each to receive up to £1,000. Depending on the success of the application, payment will be allocated in two parts to both parties, as follows:

1. £500 following a successful appointment; and
 2. £500 upon completion of one year in post.
- (ii) That the scheme initially be introduced on a trial basis with a review being undertaken in March 2021 to measure the impact of the proposal on the recruitment and retention of social care staff in Children's Services.
- (iii) That external applicants only be considered to qualify under the scheme and will not apply to existing employees of Milton Keynes Council as an internal move to Children's Services.
- (iv) That a review meeting be held with the Staff Side and HR in six months' time and feedback be provided to Committee members.
- (b) Social Worker Registration Fee and 'Golden Hello' Payment Review
- (i) That the Council continue to reimburse social workers for their professional fees and that the process for registration and potential changes to the fees be closely monitored.
- (ii) That the 'Golden Hello' payment continue at a lower rate and that this differentiates between Grades G and H, and the impact of the change in the number and quality of candidates be monitored.
- (iii) That Adult Services continue to develop and enhance its retention initiatives for existing social workers.
- (iv) That a review meeting be held with the Staff Side and HR in six months' time and feedback be provided to Committee members. In relation to the 'Golden Hello' payment, feedback be provided to Committee members in Summer 2021.

JNC(E)08

DATE OF NEXT MEETING

It was noted that the next meeting of the Joint Negotiating Committee (Employers') would be held on Monday 7 December 2020.

THE CHAIR CLOSED THE MEETING AT 10.49 AM