



COMHAIRLE NAN EILEAN SIAR

LOCAL GOVERNMENT EMPLOYEE JOINT CONSULTATIVE COMMITTEE

Minute of Meeting held in Committee Room 1,
Council Offices, Stornoway on Tuesday 3 June
2025 at 2.30pm.

PRESENT

Mr Matthew Locke (Chair)	Dr Frances Murray
Mr Kenneth Macleod (Vice-Chair)	Ms Fiona Black
Mr Kenny M Macleod	Mr Jordan Carberry
Mr Duncan MacInnes	
Mr Paul Steele	

APOLOGIES

Ms Shona Clark	Mr Adam Hill
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OFFICERS IN ATTENDANCE

Mrs Carmen Macdonald	Ms Norma Skinner
Mr Derek Mackay	Mrs Jean Macdonald

MINUTES

Minute of Meeting of 20 March 2025	1	The Minute of Meeting of 20 March 2025 was approved .
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HEALTH AND SAFETY MINUTES

Assets and Infrastructure Health and Safety Committee Minute – 21 January 2025	2	The Minute of Meeting of Assets and Infrastructure Health and Safety Committee Minute – 21 January 2025 was noted .
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Education and Children's Services Health and Safety Committee Minute – 29 January 2025	3	The Minute of Meeting of Education and Children's Services Health and Safety Committee Minute – 29 January 2025 was noted .
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Education and Children's Services Health and Safety Committee Minute – 26 March 2025	4	The Minute of Meeting of Education and Children's Services Health and Safety Committee Minute – 26 March 2025 was noted .
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HUMAN RESOURCES

Performance Project – Transformation Plan	5	The Chief Executive submitted a Report in respect of the Performance Transformation Project. The Report stated that the Performance Project Team had been established following its approval by the Comhairle in February 2025. The Report indicated that work had been undertaken to gather and analyse financial, performance and HR data initially for the HR and Performance Service and Strategic Finance. Work on these two areas would inform proposals when working with other services across the Comhairle.
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The Report detailed stage 1 of the business case, which set out the framework of the project and initial work undertaken by the project team. The Report outlined the role of stakeholders and highlighted that stakeholder engagement with the Employee JCC would be sought if proposals could have implications for employees in terms of their work location, duties, or other service changes.

It was agreed that the Employee JCC, insofar as its interests were concerned, note the implementation of a transformation project examining performance and the proposals to engage with relevant stakeholders.

Neonatal Care
Leave and Pay

6 The Chief Executive submitted a Report advising of the Legislative changes relating to employees right to Neonatal Care Leave and Pay. The Report stated that from 6 April 2025, parents who have a baby admitted into neonatal care up to 28 days old and who have a continuous stay in hospital of 7 full days or longer may be eligible for Neonatal Care leave and pay. This would include fathers and partners of birth parents. The right to take neonatal care leave would apply from the first day of work with an employer. These measures would allow eligible parents to take up to 12 weeks of leave, and if eligible, pay, on top of any other leave they may be entitled to, including maternity and paternity leave.

The Report indicated that eligible employees may also be entitled to Statutory Neonatal Care Pay, the employee must have been employed for at least 26 weeks up to the end of the 'qualifying week'. Statutory Neonatal Care Pay is either £187.18 a week or 90% of their average weekly earnings, whichever is lower.

The Report highlighted that a new Policy was being drafted and the Employee Handbook would be updated in due course.

It was agreed to note the legislative changes in relation to Neonatal Care Leave and Pay.

Employee
Engagement
Survey Results
2024

7 The Chief Executive submitted a Report detailing the results of the 2024 Employee Engagement Survey. The Report indicated that the aim of the survey continued to focus on identifying and exploring employee's experiences of working for the Comhairle in order to find better ways of working and drive service improvements.

The Report stated that a total of 729 questionnaires were completed and returned representing a response rate of 35%. The returns included 724 online returns (99%) and 5 paper questionnaires (1%). Based on the responses received it was very positive to note that employees report a consistent level of satisfaction at 69%, a further 46% of employees rated the Comhairle as the best/above average place to work and 45% confirmed that they were proud to work for the Comhairle. The survey also identified a number of areas for improvement.

The Report highlighted that work would now be undertaken with the Health and Safety Team and Organisational Development Team to review the responses to the integrated stress indicator questions. Further work would be undertaken to analyse the valuable information provided within the survey in more detail.

It was agreed to note the results of the fifth Employee Engagement Survey undertaken in 2024.