



PITCAIRN ISLAND COUNCIL
Minutes of the Special Council Meeting held at the Public Hall
Commencing at 9.00am 25th May 2022

Present:

Deputy Mayor Shawn Christian, Administrator Colin Leeman, Cr Torika Christian, Cr Michele Christian, Cr Leslie Jaques and Cr Simon Young, Nadine Faulkner, Island Secretary

Apologies: Mayor Charlene Warren due to illness.

In attendance: Kevin Young

Welcome: A moment of private reflection was taken.

Agenda Item	Tabled by
ACTIONS / Matters Arising from Regular Council Meeting of 11 th May 2022	<p data-bbox="655 779 1278 813">Actions from the last council sitting: - 11th May 2022</p> <ol data-bbox="703 853 1390 1995" style="list-style-type: none"><li data-bbox="703 853 1390 1032"><p data-bbox="703 853 1062 887">1. Internet Band with Issues.</p><p data-bbox="703 887 1390 999">The internet issues have gotten better, the school is now able to go online during school hours. Ongoing monitoring.</p><p data-bbox="703 999 916 1032">Action: On-Going.</p><li data-bbox="703 1066 1390 1279"><p data-bbox="703 1066 1190 1099">2. Photo ID Cards for Pitcairn Islanders.</p><p data-bbox="703 1099 1390 1245">Cr M Christian will provide Council with costings and a proposal for further consideration. Two quotes have been received, but querying some points, and once received will onforward to Councillors</p><p data-bbox="703 1245 916 1279">Action: On-Going.</p><li data-bbox="703 1312 1390 1458"><p data-bbox="703 1312 1294 1346">3. Remote meeting participation for councillors.</p><p data-bbox="703 1346 1390 1424">Mayor to work with AG's office re possible amendment of ordinance to make this possible.</p><p data-bbox="703 1424 916 1458">Action: On-Going.</p><li data-bbox="703 1491 1390 1704"><p data-bbox="703 1491 1278 1570">4. GPI Employee leave entitlement settlement proposal.</p><p data-bbox="703 1570 1390 1671">A response is awaited to Councils letter of 8 March 2022. Administrator to give update during the Agenda section. Special Council set for 25th May 2022.</p><p data-bbox="703 1671 1062 1704">Action: Being discussed today.</p><li data-bbox="703 1738 1390 1995"><p data-bbox="703 1738 1342 1771">5. Planting and establishing Aranui Breadfruit trees.</p><p data-bbox="703 1771 1390 1850">Cr M Christian and Cr H Menzies will organise plaques for each location and report back to Council.</p><p data-bbox="703 1850 1390 1883">Items circulated to Councillors and awaiting feedback.</p><p data-bbox="703 1883 1390 1962">Once decided the planting will begin. Mayor and DM Operations to meet to decide clearing of the area.</p><p data-bbox="703 1962 916 1995">Action: Complete</p>

	<p>6. EDF Solar Power Project Administrator to advise the community of the progress of the EDF Solar Power project. Action:</p> <p>7. Covid-19 Prevention Posters Cr Michele Christian to laminate and put up on community noticeboards. Action:</p> <p>8. Settlement Application Immigration Officer to be advised that the application be forwarded to the Deputy Governor. Island Secretary to advise appropriate department of Council approval. Action:</p> <p>Actions deferred until the next meeting.</p>
Approval of the Regular Council Meeting Minutes of 11 th May 2022	Deferred until the next Council Meeting.
Matters arising from minutes of 11 th May 2022	Deferred until the next Council Meeting
Annual Leave / Contract Documents	<p>Administrator Colin Leeman spoke on documents presented to Council to discuss.</p> <ul style="list-style-type: none"> • A letter from the Governor setting out the HMG position and proposed way forward. This sets out our proposed way forward of 50% of annual leave entitlement over the past 12 years being paid. • A proposed new staff contract to replace the variations of contracts issued since 2009. This largely mirrors the previous contract but is clearer, shorter and more modern. <p>Colin noted that he has worked at length with the GT, and DM Finance & Economics to confirm or investigate the annual leave settlement amounts payable for all eligible GPI employees. These amounts will differ from what GPI staff saw previously (which was the Council initiative based on 100% of 12 years).</p> <p>He noted that he had also been working with DMs to confirm contracts and job descriptions for current GPI employees - and those without. This was complex due to various forms of employment: salaried positions; fixed hours per week positions; roles with a ceiling of</p>

set hours; HMG funded project-based roles; non-HMG funded project roles and casual roles.

I also agreed a process with DM's by which all existing staff can feed back views on the leave settlement proposal and new contracts to the relevant DM.

The next step that could proceed if approved by council is as follows.

1. Each eligible person would visit the Treasury to receive their annual leave payout details. They would be supplied a form to return to the Treasury signalling their acceptance.
2. Any questions or concerns should be raised with the relevant DM in the first instance (and not me or the Treasury). I will then work through the issues raised with each DM.
3. Each DM confirming team member agreement to the new contract, and any mutually agreed variation of the job description.
4. Each employee visiting the Public Hall on a set day per Division to sign three copies of their new contract. They will keep one copy; the relevant DM will keep one copy and the other will be kept on file at the Treasury. In future no wage payments can be made unless a signed standardised contract and job description has been lodged by the relevant DM at the Treasury.
5. Once the majority of staff have agreed the annual leave settlement proposal and signed contracts, their payout will be credited against existing debts (or future debts in the case of those with no debts). No cash payments will be made.
6. I will then return to the likely minority with outstanding issues. If they accept the annual leave settlement proposal, they will still get their payout, it will just be delayed whilst we focus on the majority.

Administrator Leeman spoke at length on work done constructing the updated contract, then worked through the document itself with Councillors.

He noted two main details that had been worked on and discussed at length with the AG for best legal practices. These two areas were 4. HOURS OF WORK and 5. LEAVE ENTITLEMENTS. He clarified each section, and the steps taken to implement them.

The contract as it was presented follows much the same otherwise to the older versions, with updated references.

Administrator Colin Leeman asked if there were any questions that Councillors had regarding the updated contract.

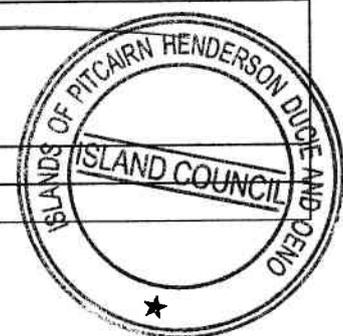
Temporary Leave of Absence – would the position be readvertised if the six-month absence is exceeded and the job is still required? Would the temporary replacement in that position fill that role permanently? A councilor noted that according to GPI Policy the position if deemed open, would have to be readvertised.

As the DM Finance has two such employees who fall into this long-term absence bracket, he notes there is a degree of flexibility for the employee/employer: - medical absences for example can be longer than six months and unavoidable.

Redundancy – A concern about issues around an employee made redundant that only has one job, and the impact the loss on wage would have on that person. The Councillor noted that this should be considered. Administrator Leeman noted that if there was a position that was deemed to be redundant to GPI, and that employee in that situation only had this position to support themselves financially, then there would be options available to aid them in the short term.

Performance Management – Noted that this needs to be simplified and made more appropriate for Pitcairn. Administrator Leeman noted that this is a better project for the more permanent upcoming Administrator to work with the Divisions to support them and their teams.

	<p>Discussion about the difficulty to design a contract to cover and protect the employee and employer in all aspects for not only now, but the future job prospects on island.</p> <p>MOTION: Deputy Mayor Shawn Christian / Cr Leslie Jaques</p> <p>“That Council accept the Governors letter regarding GPI Leave Entitlement dated 13th of May 2022, and the draft employment contracts as put forward by Administrator Colin Leeman, and the process to resolve the employment issues.</p> <p>All in Favour / Carried.</p> <p>The Administrator thanked everyone around the table for their work and support in resolving this contentious issue in a favorable way for everyone.</p> <p>Councillors added their thanks to the Administrator to bring the solution so quickly and concisely to a fair conclusion.</p> <p>ACTION: Administrator Leeman to make a public announcement to inform the community of the resolution of the matters.</p>
<p>Email from Land Registrar advising Land Court details and recommendations.</p>	<p>The Island Secretary acting as Land Registrar tabled an email sent to the LMO and DM Natural Resources advising Land Court status and current job focus.</p> <p>To be deferred to the next council meeting.</p>
<p>New Administrators</p>	<p>Cr Simon Young asked about the new Administrator slated to come to fill the position. This will be discussed at the next meeting.</p>
<p>General Business Matters</p>	
<p>Email from Medical Centre</p>	<p>An email from the Pitcairn Island Doctor regarding Covid-19 isolation procedures upon the landing of an infected person or persons.</p> <p>A long discussion around implications and impact this may have to locals and officials returning to the island who may carry the Covid-19 virus and the correct and safest process to follow. All aspects were discussed, including passenger disembarkation, when passengers may or could be discovered to be found positive with Covid-19, unloading of</p>

	<p>cargo and interaction in the community whilst still unsure of any diagnosis etc.</p> <p>Suggested that whole family/household isolate – if an infected person disembarks a ship and integrates into such a household. Noted that there could be a separate location for that passenger to reside for seven days apart from extended family.</p> <p>Noted that if one passenger does have covid-19 upon arrival, then the entire ship, including crew may be infected. Isolation suggested the ship could be the isolation point. The recent cold that has swept through some of the community was pointed out at how fast infections can spread if unchecked.</p> <p>It was suggested that the isolation situation could be on a case-by-case basis, however, Administrator Colin Leeman advised that there should be something concrete in place so the community knows what procedure must be followed to prevent spread of the virus.</p> <p>Cr Simon Young mentioned that most of the information put forth by the doctor is already in the existing policy except for two points that could be incorporated.</p> <p>Policy team to approach the doctor and discuss and update as per past council decision regarding the Covid-19 Policy as situations arise.</p>
Meeting Closed	Meeting closed at am
Next Meeting.	Next Regular Council meeting set for 9.00 am Wednesday
	15 th June 2022.
	Public Meeting 20 th June 2022
Approved 12/7/2022.	
PP	
	Mayor Charlene Warren.

