

## **EAST AYRSHIRE COUNCIL**

### **CENTRAL JOINT CONSULTATIVE COMMITTEE**

#### **MINUTES OF MEETING HELD ON THURSDAY 2 DECEMBER 2010 AT 1400 HOURS IN THE COUNCIL CHAMBERS, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK**

**PRESENT:** Councillors Hugh Ross, Douglas Reid, Iain Linton, Maureen McKay, Tom Cook, Drew McIntyre, Barney Menzies and Kathy Morrice; William Cree and Stewart Dorbie (TGWU); Brian Reid and Jane Beale (Unison); and Andrew Wilson (UCATT).

**ATTENDING:** Fiona Lees, Chief Executive; Elizabeth Morton, Depute Chief Executive/ Executive Director of Neighbourhood Services; Alex McPhee, Executive Director of Finance and Corporate Support; Martin Rose, Head of Human Resources; George Park, Employee Relations Manager; Andrew Kennedy; Head of Facilities Management and Jennifer Morrison, Administrative Officer.

**ALSO ATTENDING:** Arthur West, Trade Union Convener.

**APOLOGIES:** Councillor Jimmy Kelly; Jennifer Elliot (TGWU); Stuart Ross (GMB); Liz McCulloch (UNISON); and Tracey Dalling (UNISON); Paul Bennett (UCATT); Louise Gilmour (GMB) and Jim Winter (TGWU) Full Time Officials.

**CHAIR:** Councillor Hugh Ross, Vice Chair.

#### **EXCLUSION OF PRESS AND PUBLIC**

1. The Committee resolved "That under Section 50A (4) of the Local Government (Scotland) Act 1973, as amended, the press and public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in paragraph 11 of schedule 7A of the Act".

#### **MINUTES OF PREVIOUS MEETING**

2. There was submitted and approved as a correct record the minutes of the meeting held on 9 September 2010 (circulated).

#### **2.1 MATTER ARISING**

Andrew Wilson, UCATT requested an update on the current position following Connaught having gone into administration.

The Head of Human Resources reported that the discussions to novate the contract to Lovell, were at the final stages and it was anticipated that the contract would be signed within the next two weeks. It was confirmed that the contract with Lovell would be for the same period as that with Connaught i.e. to 2012 with the provision to extend the contract thereafter.

### **SINGLE STATUS UPDATE**

3. There was submitted a report dated 23 November 2010 (circulated) by the Executive Director of Finance and Corporate Support which provided an update on Single Status and related matters.

It was agreed:-

- (i) to note the updated position that 92.5% of employees had now returned their employee acceptance letters in respect of the revised contracts;
- (ii) 348 employees had not yet signed and returned the acceptance letter and the Head of Human Resources would continue to communicate with those employees; and
- (iii) otherwise to note the contents of the report.

### **PENSIONS ISSUES**

4. There was submitted a report dated 24 November 2010 (circulated) by the Executive Director of Finance and Corporate Support which provided an update on (i) the potential issue of taxation on pensions including the Local Government Pension Scheme (ii) the comprehensive spending review; and (iii) the Pensions Pathfinder Project.

It was agreed:-

- (i) to note the correction in paragraph 4.1 of the report which should show that the State Pension age would be increased to 66 by April 2020; and
- (ii) otherwise to note the contents of the report.

Councillor Drew McIntyre joined the meeting during discussion of this item.

### **SHOW RACISM THE RED CARD CAMPAIGN**

5. There was submitted a report dated 25 November 2010 (circulated) by the Joint Trade Union Convenor which advised of the work of the Show Racism The Red Card campaign.

It was agreed:-

- (i) to draw to the attention of relevant staff, the educational resources available via the Show Racism the Red Card Campaign including the possibility of promotion through the Equalities Forum;
- (ii) to note the response by the Head of Human Resources that the Council had participated in the campaign for a number of years, particularly with Primary Schools; and
- (iii) otherwise to note the contents of the report.

### **BUDGET UPDATE**

6. The Executive Director of Finance and Corporate Support reported that following the Special JCC meeting of 25 November 2010 the consultation document had been submitted to the Cabinet meeting of 1 December, where the Cabinet had approved, for consultation, the package of proposed measures.

It was noted that the consultation period would run from 1 December 2010 to 1 February 2011; that all information was on the Council's website, and that a feedback workshop was scheduled for Sunday 5 December. The Executive Director of Finance and Corporate Support intimated that he was happy to discuss the proposals either at the JCC meeting or at any time before the end of the consultation. He encouraged the Trade Unions to engage in the consultation process as quickly as possible.

Following the issue of the consultation document the Joint Trade Union Convenor reported that he had received a number of anxious phone calls from Members, and that the Trade Unions would continue to support its members through the process. The Trade Unions would be returning to Management with a view to setting up meetings with affected individuals in various sections, in conjunction with Human Resources.

The Chief Executive reported that following the circulation of the consultation document at the Special JCC on 25 November, a number of meetings had been held in instances where individual employees or work groups could be identified in the report. The Chief Executive encouraged everyone to engage in the consultation process.

The meeting terminated at 1425 hours.