

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON WEDNESDAY 13 MAY 2009 AT 1400 HOURS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillors Jim Todd (Chair), Tom Cook, Douglas Reid, Drew McIntyre, Hugh Ross, Barney Menzies and Kathy Morrice; William Cree and Jim Winter, TGWU; Brian Reid, Liz McCulloch, Gordon Potter and Tracey Dalling (UNISON); June Minnery (GMB); Ian Austin and Paul Bennett (UCATT); and William Hay, (AMICUS/AEEU).

ATTENDING: Fiona Lees, Chief Executive; William Stafford, Executive Director of Neighbourhood Services; Robin Gourlay, Head of Facilities Management; Martin Rose, Head of Human Resources; George Park, Employee Relations Manager; and Jennifer Morrison, Administrative Officer.

ALSO ATTENDING: Arthur West, Trade Union Convenor and Andrew Wilson, Manual and Craft Convenor.

APOLOGIES: Councillors John Knapp and Jimmy Kelly; Jennifer Elliot (TGWU) and Louise Gilmour (GMB).

CHAIR: Chief Executive (Item 1) and Councillor Jim Todd, Item 2 onwards.

APPOINTMENT OF CHAIR

1. The Chief Executive reported that in accordance with the rotation agreement embodied in the constitution, the Chair of the Joint Consultative Committee for 2009/10 was due to be filled by a nomination from the employer's side and invited nominations.

It was agreed unanimously to appoint Councillor Jim Todd as Chair.

Councillor Jim Todd then took the Chair.

APPOINTMENT OF VICE-CHAIR

2. The Chair reported that in accordance with the rotation agreement embodied in the constitution, the Vice-Chair of the Joint Consultative Committee for 2009/10 was due to be filled by a nomination from the employees' side and invited nominations.

It was agreed unanimously to appoint Jennifer Elliot as Vice-Chair.

MEMBERSHIP OF JOINT CONSULTATIVE COMMITTEE FOR 2009/10

3. There was submitted and noted details of the Central Joint Consultative Committee for 2009/10 as detailed below:-

<u>EMPLOYERS SIDE</u>	<u>EMPLOYEES SIDE</u>
Councillor Tom Cook	Elizabeth McCulloch, UNISON
Councillor Douglas Reid	Gordon Potter, UNISON
Councillor Drew McIntyre	Brian Reid, UNISON
Councillor John Knapp	June Minnery, GMB
Councillor Hugh Ross	Elizabeth Wilson, GMB
Councillor Jim Todd	Vacancy - GMB
Councillor Jimmy Kelly	William Cree, TGWU
Councillor Barney Menzies	Jennifer Elliot, TGWU
Councillor Kathy Morrice	Philip McGhee (TGWU)
	William Hay (AMICUS/AEEU)
	Ian Austin (UCATT)

EXCLUSION OF PRESS AND PUBLIC

4. 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.

EMPLOYEE COUNSELLING SERVICE

5. The Committee received a short presentation from Dot Devlin, Employee Counselling Service.

The Chair thanked Dot for an interesting and informative presentation on this valuable service which he encouraged everyone to use and to further advertise.

MINUTES OF PREVIOUS MEETING

6. There were submitted and approved as a correct record the Minutes of the previous meeting held on 18 March 2009 (circulated).

SINGLE STATUS UPDATE

7. There was submitted a report dated 6 May 2009 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which provided an update on single status and related matters.

It was agreed:-

- (i) to record the Committee's appreciation to the Panel Members who had served on the Appeals Panels;
- (ii) to note that with regard to the proposed harmonised package of conditions of service which would be considered by the Cabinet at its meeting on 20 May

2009, that a timetabled programme for discussion with the Trade Unions would be issued shortly; and

- (iii) otherwise, to note the contents of the report.

EMPLOYEE ATTITUDE SURVEY 2008

8. There was submitted a report dated 29 April 2009 (circulated) by the Head of Human Resources which advised of the findings of the Employee Attitude Survey which was carried out within the Council during September 2008.

It was agreed:-

- (i) to note the action which it was proposed to take to advance the issues identified in the results of the Survey;
- (ii) that the Committee would receive in six months time a mid-year report on progress which had been made to advance the issues identified in the results of the Survey; and
- (iii) otherwise, to note the contents of the report.

TIME OFF FOR TRADE UNION DUTIES, ACTIVITIES AND TRAINING

9. There was submitted a report dated 6 May 2009 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which asked that the Committee note the proposed changes to the time off for Trade Union duties, activities and training, subject to ongoing Trade Union consultation.

It was agreed:-

- (i) to note the proposed changes to the time off for Trade Union duties, activities and training, subject to ongoing Trade Union consultation; and
- (ii) otherwise, to note the contents of the report.

CONSULTATION WITH TRADE UNIONS

10. There was submitted a report dated May 2009 (circulated) by the Manual and Craft Convenor which reported a deep concern by the Joint Trade Unions about a perceived lack of consultation with regard to decisions being made which were likely to lead to substantial changes in work organisation or in contractual relations.

The Manual and Craft Convenor went on to highlight recent letters which had been issued straight to the workforce with no prior consultation with the Trade Unions.

The Head of Human Resources confirmed the Council's position that the Trade Unions in relevant circumstances should have sight of any letters going out before they were issued to the workforce. However, the Chief Executive impressed that this did not mean that the Unions would be clearing any such letters.

The Chief Executive then went on to report that in respect of Building and Works there were some areas which she could not discuss at the moment as the matters were being considered in appeals. However, she would be arranging a meeting within the next couple of weeks with the Convenors and full-time officials to discuss all matters which had been identified by the investigation for the service which had been detailed in an Improvement Agenda.

The Leader of the Council, Councillor Douglas Reid, stated that the Council welcomed joint working with the Trade Unions and gave his assurance that this would always be done in an open and transparent manner.

WORKERS MEMORIAL DAY EVENT AT DEAN COUNTRY PARK

11. The Staff Trade Union Convenor reported on this event which had taken place at the Dean Castle Country Park on 26 April 2009.

There was a permanent memorial at the park commemorating injured colleagues and deaths which had occurred in the workplace. The ceremony had been particularly poignant this year because of the recent sad death within Building and Works Service.

UNION FRIDAY DAY OF ACTION ON MAY 15 IN RELATION TO FORTHCOMING EUROPEAN ELECTIONS

12. The Committee received a report from the Staff Trade Union Convenor that a street stall had been arranged at The Cross in Kilmarnock between 12.30 p.m. and 1.30 p.m. on Friday 15 May 2009 following concerns regarding a political party standing in the European Elections. The purpose of the stall was to put over an anti-racist message with information and leaflets available and all Members were urged to attend.

The meeting terminated at 1503 hours.