

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON THURSDAY 13 MAY 1010 AT 1400 HOURS IN THE COUNCIL CHAMBERS, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillors Hugh Ross, Tom Cook, Douglas Reid, Maureen McKay, Drew McIntyre and Kathy Morrice; William Cree, (TGWU); Gordon Potter (Unison); Stuart Ross (GMB) and Andy 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; and Jennifer Morrison, Administrative Officer.

ALSO ATTENDING: Arthur West, Trade Union Convener.

APOLOGIES: Councillors Jim Todd, Jimmy Kelly and Barney Menzies; Jennifer Elliot and Jim Winter (TGWU); Janet Mitchell (GMB); Tracey Dalling, Brian Reid and Liz McCulloch (Unison); and Paul Bennett (UCATT).

CHAIR: Councillor Hugh Ross (Item 3 onwards).

APPOINTMENT OF CHAIR

1. The Administrative Officer reported that in accordance with the rotation agreement embodied in the constitution, the Chair of the Central Joint Consultative Committee for 2010/11 was due to be filled by a nomination from the employees' side and invited nominations.

It was agreed to appoint Jennifer Elliot as Chair.

APPOINTMENT OF VICE CHAIR

2. In the absence of the Chair the Administrative Officer reported that in accordance with the rotation arrangement embodied in the constitution, the Vice Chair of the Central Joint Consultative Committee for 2010/11 was due to be filled by a nomination from the employer's side and invited nominations.

It was agreed to appoint Hugh Ross as Vice Chair.

In the absence of the Chair, Councillor Hugh Ross then took the Chair.

CHAIR AND TRADE UNION CONVENER'S REMARKS

3. The Chair intimated that Gordon Potter, Unison was retiring from the Council and this was his last Joint Consultative Committee meeting.

The Trade Union Convener thanked Gordon for his contribution over the years from the Trade Unions.

Both the Chair and the Trade Union Convener wished Gordon all the best for his retirement and every success in the future.

MEMBERSHIP OF JOINT CONSULTATIVE COMMITTEE FOR 2010/2011

4. There was submitted and noted details of the Central Joint Consultative Committee for 2010/11 as detailed below:-

EMPLOYER'S SIDE	EMPLOYEES' SIDE
Councillor Maureen McKay	Elizabeth McCulloch, Unison
Councillor Tom Cook	Gordon Potter, Unison
Councillor Douglas Reid	Brian Reid, Unison
Councillor Drew McIntyre	Janet Mitchell, GMB
Councillor Hugh Ross	Elizabeth Wilson, GMB
Councillor Jim Todd	Stuart Ross, GMB
Councillor Jimmy Kelly	William Cree, TGWU
Councillor Barney Menzies	Jennifer Elliot, TGWU
Councillor Kathy Morrice	Philip McGhee, TGWU
	Billy McBurnie, AMICUS/AEEU
	Andrew Wilson, UCATT

EXCLUSION OF PRESS AND PUBLIC

5. 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

6. There was submitted and approved as a correct record the Minutes of the previous meeting held on a 25 March 2010 (circulated).

MATTERS ARISING

6.1 THE STRAND BUILDING

The Committee noted the report by the Depute Chief Executive/Executive Director of Neighbourhood Services:-

- (i) that the earliest fit-out date was 10 October;
- (ii) that it was proposed to deal with car parking on a phased basis; and
- (iii) that the matters raised at the last meeting would be taken into account in the report which would be submitted to Cabinet in due course.

6.2 TERMINATION OF INCENTIVE BONUS SCHEME FOR CRAFT OPERATIVES WITHIN BUILDING AND WORKS

The Committee noted the report by the Head of Human Resources:-

- (i) that the recommendation that the Trade Unions be issued with 90 days notice of the termination of bonus scheme submitted to the Cabinet meeting of 24 March had been called in;
- (ii) that a grievance had then been submitted by the Trade Unions and consequently Governance and Scrutiny Committee at its meeting on 23 April had recommended that the Cabinet decision should not be implemented until

the notification of grievance had been determined in accordance with the Council's agreed grievance policy; and

- (iii) that the Head of Human Resources continued with discussions with the Trade Unions to lay out the time frame for Cabinet decisions on the matter, and the formal consultations thereafter.

SINGLE STATUS UPDATE

- 7. There was submitted a report dated 4 May 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 that in paragraph 2.1.5 the figure should now be 18 (rather than 16) employees who had indicated their wish for their name to remain active on the job development register; and
- (ii) otherwise, to note the contents of the report.

PENSIONS PATHFINDER PROJECT

- 8. There was submitted a report dated 4 May 2010 (circulated) by the Executive Director of Finance and Corporate Support on details of the Pensions Pathfinder Project which was looking into the possible merger of the various payment funds involved in the Scottish Local Government Pension Scheme.

It was agreed:-

- (i) that this item would be a standing item on the agenda for this meeting; and
- (ii) otherwise to note the contents of the report.

BUILDING AND WORKS APPRENTICES

- 9. There was submitted a joint report by the Trade Union Convener and the Senior UCATT Steward requesting that the current levels of apprenticeship in the Building and Works Service be maintained and if possible increased.

It was agreed:-

- (i) to note the report by the Depute Chief Executive/Executive Director of Neighbourhood Services that Housing Asset Services had recently approved four apprentices which was the usual number, and was built into the structure in the service. However if there was a further opportunity to expand this would be considered but this was required to be balanced at all times against the number of tradesmen;
- (ii) to note the report by the Head of Human Resources that there were currently five IT Apprentices, 18 in construction and 24 skillseekers; and
- (iii) otherwise to note the contents of the report.

INTERNATIONAL WORKERS MEMORIAL DAY

- 10. There was submitted a report dated 6 May 2010 (circulated) by the Trade Union Convener on International Workers Memorial Day on 28 April 2010.

It was agreed:-

- (i) to support the suggestion that consideration be given to a way of marking 28 April each year in the manner that highlighted the importance of health and safety in the work place. The marking of 28 April itself in addition to the existing practice of a ceremony on the weekend before 28 April would ensure greater prominence for the day across East Ayrshire;
- (ii) to place an item on the agenda of the June meeting with the Council's Community Planning Partners in order to broaden participation;
- (iii) that the Executive Director of Finance and Corporate Support submit a report to a future meeting on proposals to mark this day annually; and
- (iv) otherwise to note the contents of the report.

CLOSING REMARKS

11. The Chief Executive reported and it was noted that the Council budget should be a standing item on the agenda.

It was agreed that a special meeting of the JCC's be arranged before the end of June to consider this budgetary item.

The meeting terminated at 1430 hrs.