

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON WEDNESDAY 18 MARCH 2009 AT 1400 HRS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillors Jim Todd, Tom Cook, Douglas Reid, John Knapp, Hugh Ross and Kathy Morrice; William Cree and Jim Winter (TGWU); Brian Reid, Liz McCulloch, Gordon Potter and Tracey Dalling (Unison); Elizabeth Wilson (GMB); Iain Austin and Paul Bennett (UCATT).

ATTENDING: William Stafford, Executive Director of Neighbourhood Services; Martin Rose, Head of Human Resources; George Park, Employee Relations Manager; and Jennifer Morrison, Administrative Officer.

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

APOLOGIES: Jennifer Elliot (Chair) (TGWU) and Councillor Barney Menzies.

CHAIR: Councillor Jim Todd, Vice-Chair.

CHAIR'S INTRODUCTORY REMARKS

TRIBUTE TO FRANK MINNERY

The Chair referred to the recent sad death of Frank Minnery, Regional Organiser, GMB.

Frank was an ex-employee of East Ayrshire Council who was the Full Time Trade Union Convener for Manual and Craft Employees between 1996 and 1999 before gaining employment as a Full Time Officer with the GMB Trade Union.

For a number of years, the Council dealt with Frank in his capacity as Full Time Officer for GMB employees of the Council before he moved geographical area to cover other employers within Scotland.

Frank worked tirelessly for the good of his members and the wider Trade Union movement and the Chair placed on record the Committee's acknowledgement and thanks for the work and contribution Frank made to the excellent industrial relations which continued between the Council and its Trade Unions.

He extended, on behalf of the Committee, condolences to his wife, June, and to his daughters Pauline and Laura.

Jim Winter, TGWU, also paid tribute and spoke of his own memories of Frank and acknowledged the tireless work he had given over the years in carrying out his duties.

The Committee then observed a few moments silence in reflection.

BOBBY BROWN

The Chair also referred to the untimely death of Bobby Brown, Refuse Collector with East Ayrshire Council and the former Kilmarnock and Loudoun District Council for over 33 years, and extended condolences to his family.

EXCLUSION OF PRESS AND PUBLIC

1. The Committee resolved that under Section 50(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 were submitted and approved as a correct record, Minutes of the previous meeting held on 4 December 2008 (circulated).

2.1 MATTERS ARISING

- 2.1.1 There were no matters arising from the previous Minutes.

SINGLE STATUS UPDATE

3. There was submitted and noted a report dated 13 February 2009 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which provided an update on Single Status and related matters.

Councillor Douglas Reid joined the meeting at this point.

APPOINTMENT OF FULL-TIME TRADE UNION CONVENER (MANUAL AND CRAFT)

4. There was submitted a report dated 10 March 2009 (circulated) by the Head of Human Resources which updated the Committee on consideration of the post of full-time Trade Union Convener (Manual & Craft) which was filled currently on a temporary basis.

The report made the following recommendations which the Central Joint Consultative Committee noted:-

- (i) that with effect from 1 September 2009 there would be one full-time Trade Union Convener to replace the current two Convener posts;
- (ii) the Trade Union's response to the Council's proposal as outlined in the Appendix to the report;
- (iii) that the Head of Human Resources would bring forward to the May meeting of the Committee a revised Policy and Procedure for Time Off for Trade Union Duties and Activities; and
- (iv) that the matters covered by the report would be remitted to a future meeting of the Cabinet.

The Trade Unions, in noting the report's recommendations, rejected totally recommendation (i) and put forward a case for the retention of two full-time Convener posts and furthermore requested that the Head of Human Resources provide them with clarification on the background as to the decision to make this post temporary.

Councillor John Knapp, in noting the report's recommendations proposed that as it was anticipated under Single Status that the harmonisation of conditions of service for former manual workers and APT&C staff would be resolved by 1 September 2009, that the current appointment to the post of full-time Trade Union Convener

(Manual & Craft) be extended on a temporary basis for a period of one year thereafter thereby allowing a transitional period to deal with any of the issues which arose thereon, and to review the appointment thereafter.

The Chair intimated that both of the above points would be incorporated into the report by the Head of Human Resources to be submitted to a future Cabinet meeting.

RECONVENING FAIR TRADE FORUM

5. There was submitted and noted a report (circulated) by the Staff Trade Union Convener on Fair Trade Fortnight which took place between February 28 - March 10, 2009, and it was noted that a date was set to reconvene the Council's Fair Trade Forum to follow up on the recent activities.

WORKERS MEMORIAL DAY

6. There was submitted and noted a report (circulated) by the Staff Trade Union Convener which highlighted the purpose of Workers Memorial Day on April 28 each year, and noted that Kilmarnock and Loudoun Trades Union Council were organising a short ceremony at their memorial at the Dean Castle Country Park and an invitation was extended to all members of the JCC and Elected Members to attend.

The meeting terminated at 1445 hrs.