

## **EAST AYRSHIRE COUNCIL**

### **CENTRAL JOINT CONSULTATIVE COMMITTEE**

#### **MINUTES OF MEETING HELD ON THURSDAY 1 SEPTEMBER 2011 AT 1400 HOURS IN THE COUNCIL CHAMBERS, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK**

**PRESENT:** Councillors Douglas Reid, Maureen McKay, Tom Cook, Iain Linton, Drew McIntyre, Hugh Ross, Barney Menzies and Kathy Morrice; Jennifer Elliot, William Cree, Billy McBurnie and Stewart Dorbie (UNITE); Brian Reid, (UNISON); Hugh Cumming, Janet Mitchell and Stuart Ross (GMB); and Andy Wilson (UCATT).

**ATTENDING:** Fiona Lees, Chief Executive; Alex McPhee, Executive Director of Finance and Corporate Support; Martin Rose, Head of Human Resources; Derek Spence, Housing Asset Services Manager; Andrew Kennedy, Acting Head of Facilities Management; George Park, Employee Relations Manager; and Jennifer Morrison, Administrative Officer.

**ALSO ATTENDING:** Paul Neilson, Unite Full Time Official.

**APOLOGIES:** Councillor Jimmy Kelly, Liz McCulloch and Jane Beale (UNISON) and Paul Bennett (UCATT), Bridget Hunter (UNISON) and Louise Gilmour (GMB), Full Time Officials.

**CHAIR:** Councillor Douglas Reid, 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 the minutes of the previous meeting held on 12 May 2011 (circulated).

#### **Membership of JCC for 2011/2012**

It was noted that the minute should reflect that JCC Members Jennifer Elliot, William Cree, Stewart Dorbie and Billy McBurnie were members of Unite.

The minutes were otherwise approved as a correct record.

#### **REVISED CONSTITUTION FOR THE JCC**

3. There was submitted a report dated 25 July 2011 (circulated) by the Head of Human Resources which submitted a revised constitution for the Central JCC for the Committees approval and for submission thereafter to Cabinet.

It was agreed:-

- (i) to note an amendment to paragraph 3.1 of the revised constitution to show that the 9 members of the Council comprised 4 from the Administration, 4 from the majority opposition party and 1 from the minority opposition party;
- (ii) to note the revised constitution as amended at the meeting;
- (iii) to remit the constitution to Cabinet for approval; and
- (iv) otherwise to note the contents of the report.

### **PENSIONS ISSUES**

5. There was submitted a report dated 23 August 2011 (circulated) by the Executive Director of Finance and Corporate Support which provided an update on (i) the financial position of Strathclyde Pension Fund following its Annual General Meeting which took place on 17 June 2011 and (ii) the Pensions Pathfinder Project.

It was agreed:-

- (i) to note an amendment to paragraph 3.9 to replace the word “employees” with “employers”;
- (ii) to note that the Trade Unions would update the Committee following meetings with the Scottish Government on pension issues; and
- (iii) otherwise to note the contents of the report.

### **PROCESSING AND PAYMENT OF WEEKLY WAGES OVER CHRISTMAS AND NEW YEAR PERIOD 2011/2012**

6. There was submitted a report dated August 2011 (circulated) by the Executive Director of Finance and Corporate Support which asked the Committee to consider the arrangements for the processing and payment of weekly wages over Christmas and New Year Period 2011/2012.

It was agreed:-

- (i) to note the arrangements for the processing and payment of weekly wages over the festive period;
- (ii) to request that the Trade Unions support the communication of the pay arrangements to employees via their own communication channels; and
- (iii) otherwise to note the contents of the report.

### **WORKERS MEMORIAL DAY 2012 – PROGRESS REPORT**

7. There was submitted a report dated 26 July 2011 (circulated) by the Head of Human Resources which advised of progress in relation to preparation for Workers Memorial Day 2012.

It was agreed:-

- (i) to note the progress which had been made to date;
- (ii) to note that further progress reports would be submitted to the Committee;
- (iii) to note that the Trade Unions welcomed the greater involvement of the Council in this event; and
- (iv) otherwise to note the contents of the report.

## **BUDGET UPDATE**

8. The Executive Director of Finance and Corporate Support provided the meeting with an update and reported that the Council could require to make savings of between £7-£15 million, and were working to a figure of around £10.4 million based on the information to date. The overall Scottish Government figures would be announced on 21 September 2011 with the figure for individual Councils announced in December.

Departmental reviews were being progressed with four management restructuring reports already achieving savings of £1.2 million. The Chief Executive and Executive Director of Finance and Corporate Support were examining budgets line by line with Departmental Executive Directors and Heads of Service.

Savings of the magnitude required were likely to result in staff reductions which had been managed well last year, although it was acknowledged that this became more difficult each year. More information would be available towards the end of September.

The Chief Executive reported that in addition to the Budget being a standing item at this Committee, it was also to be a standing item at 3<sup>rd</sup> tier JCC Meetings and the monthly collective bargaining meetings between the Head of Human Resources and the Full Time Trade Union Officials to allow colleagues to be kept up-to-date.

The meeting terminated at 1425 hrs.