

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON THURSDAY 10 SEPTEMBER 2009 AT 1400 HRS IN MEETING ROOM 1, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillors Jim Todd (Chair), Tom Cook, Drew McIntyre, John Knapp, Barney Menzies and Kathy Morrice; Jennifer Elliot and William Cree (TGWU); Brian Reid and Liz McCulloch (Unison); June Minnery (GMB); and Andy Wilson (UCATT).

ATTENDING: Fiona Lees, Chief Executive; William Stafford, Executive Director of Neighbourhood Services; Andrew Kennedy, Business Manager, Onsite Services; George Park, Employee Relations Manager; and Jennifer Morrison, Administrative Officer.

ALSO ATTENDING: Arthur West, Trade Union Convener.

APOLOGIES: Councillors Douglas Reid, Hugh Ross and Jimmy Kelly; Paul Bennett (UCATT); Tracey Dalling and Gordon Potter (Unison); Louise Gilmour (GMB); and Jim Winter (TGWU).

CHAIR: Councillor Jim Todd, 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 previous Meeting held on 13 May 2009 (circulated).

MATTER ARISING

2.1 MEMBERSHIP OF THE JOINT CONSULTATIVE COMMITTEE FOR 2009/10

The employees' side reported, and it was noted, that Andy Wilson was replacing Iain Austin as the Committee's UCATT representative.

SINGLE STATUS UPDATE

3. There was submitted a report dated 1 September 2009 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support.

It was agreed:

- (i) to note the report by the Employee Relations Manager that a further three posts had just been identified which were suitable for redeployment under the Job Development Strategy;

- (ii) to note the report by the Chief Executive that discussions continue to take place with groups of employees regarding available options to alleviate the position of detriment they would be in from April next year; and
- (iii) otherwise, to note the contents of the report.

JOB EVALUATION APPEALS

4. There was submitted and noted a report dated 31 August 2009 (circulated) by the Head of Human Resources which advised of the conclusion of the job evaluation appeals process and the job evaluation project.

PROCESSING AND PAYMENT OF WEEKLY WAGES OVER CHRISTMAS AND NEW YEAR PERIOD 2009/10

5. There was submitted a report dated 24 August 2009 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support.

It was agreed:

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

CONSULTATION STRUCTURES WITHIN THE COUNCIL

6. There was submitted a report by the Trade Union Convener (circulated) which highlighted the need for local authorities to have adequate and robust structures for consultation between the Joint Trade Unions and the Council.

It was agreed:

- (i) that the Head of Human Resources, in conjunction with the Joint Trade Unions, carry out an audit of existing Trade Union/management consultation structure within the Council;
- (ii) that upon completion of this audit, discussions would take place between the Joint Trade Unions and departmental management representatives to ensure appropriate consultation structures were set up at departmental level and at section level as appropriate; and
- (iii) otherwise, to note the contents of the report.

Councillor Drew McIntyre joined the meeting at this point.

MANIFESTO FOR SOCIAL WORK

7. There was submitted a report by the Trade Union Convener (circulated) which drew attention to the recently published Unison/BASW Manifesto for Social Work "Helping People Change their Lives" (also circulated).

It was agreed:

- (i) that the issues raised in the Manifesto would continue to be focussed in discussions between the Joint Trade Unions and Social Work management representatives;
- (ii) that Social Work senior management be requested to provide an initial summary response to the issues raised in the Manifesto to the next meeting; and
- (iii) otherwise, to note the contents of the report.

JUNE MINNERY

- 8.** Both the Chair and the Vice-Chair, Jennifer Elliot, paid tribute to Committee member June Minnery who would shortly be retiring from her post of Administrative Assistant, Corporate Support.

The Chair said that June had worked in various posts with the former Kilmarnock and Loudoun District Council and then East Ayrshire Council, most recently at Reception at the Council Headquarters.

The Vice-Chair thanked June and her family for their contribution over many years to Trade Union activities, which June hoped to continue, and thanked June for her service and wished her well for her retirement.

The meeting terminated at 1430 hrs.