

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON THURSDAY 25 MARCH 1010 AT 1400 HS IN MEETING ROOM 1, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillors Jim Todd (Chair), Maureen McKay, Tom Cook, Douglas Reid, Drew McIntyre, Hugh Ross, Barney Menzies and Kathy Morrice; William Cree and Jennifer Elliot (TGWU); Brian Reid, Liz McCulloch and Gordon Potter (Unison); Andy Wilson (UCATT); and Janet Mitchell and Stuart Ross (GMB).

ATTENDING: Elizabeth Morton, Depute Chief Executive/Executive Director of Corporate Support; Martin Rose, Head of Human Resources; Malcolm Roulston, Head of Information Technology and Asset Management (Designate); Derek Spence, Acting Head of Building and Works; Andrew Kennedy, Acting Head of Facilities Management; George Park, Employee Relations Manager; and Jennifer Morrison, Administrative Officer.

ALSO ATTENDING: Arthur West, Trade Union Convener.

APOLOGIES: Paul Bennett (UCATT); Tracey Dalling (Unison); Jim Winter (TGWU); and Elizabeth Wilson (GMB).

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".

CHAIR'S REMARKS

2. The Chair welcomed Janet Mitchell and Stuart Ross, GMB representatives, to their first meeting.

MINUTES OF PREVIOUS MEETING

- 3.1 There were submitted the Minutes of the previous meeting held on 3 December 2009 (circulated).

3.2 ADJOURNMENT/RECONVENTION OF MEETING

Following a point raised regarding the accuracy of the Minute in relation to Item 3 - Single Status Update, the meeting adjourned at 1415 hrs to allow the Trade Unions to consider their position in relation to this point. The meeting reconvened at 1430 hrs with the same Members, Trade Union representatives and Officers present and in attendance.

3.3 AMENDMENT TO MINUTE

It was agreed that in relation to Item 3 - Single Status Update, the Minutes of the previous meeting of 3 December 2009 be amended to read:-

“There was submitted a report dated 19 November 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 note that, following discussion, the Trade Unions indicated that their members would be unlikely to support the revised Conditions of Service;
- (ii) to note that, also during discussions, the Head of Human Resources indicated that negotiations would, however, continue; and
- (iii) otherwise, to note the contents of the report”.

The Minutes of the meeting were otherwise approved as a correct record.

MATTERS ARISING

3.4 CONSULTATION STRUCTURES WITHIN THE COUNCIL

The Head of Human Resources reported, and it was noted, that the audit of existing Trade Union/ management consultation structures within the Council had been completed, with the information provided to the Trade Unions, with a formal response from the Trade Unions awaited.

3.5 MANIFESTO FOR SOCIAL WORK

The Trade Union Convener reported that issues in the manifesto were being discussed positively with Social Work colleagues. Issues had emerged in relation to workload management which were being prioritised and progressed.

Noted.

SINGLE STATUS UPDATE

4. There was submitted a report dated 17 March 2010 (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 note the Trade Union concerns over the position of Trade Union members who would remain in detriment following the termination of the cash preservation period on 31 March 2010;
- (ii) to note that following discussion, the Trade Union Convener indicated in relation to the proposed revised Conditions of Service that it was unlikely that a collective agreement could be reached, and that he would be submitting, before 16 April, a number of issues in respect of which he wanted further discussion; and
- (iii) otherwise, to note the contents of the report.

THE STRAND BUILDING - KILMARNOCK TOWN CENTRE

5. There was submitted a report by the Trade Union Convener on progress with the Strand building in Kilmarnock Town Centre.

It was agreed:

- (i) to note that the Trade Union Convener had received a number of comments from members concerning various issues on design, operation, layout and car parking;
- (ii) to note that the user group which had been established would consider matters raised; and
- (iii) otherwise, to note the contents of the report.

YOUNG MEMBERSHIP OF TRADE UNIONS

6. There was submitted a report by Unison about a project Unison were intending to organise in co-operation with the other Trade Unions within East Ayrshire Council.

It was agreed:

- (i) to note the invitation to Committee members to attend the two informal lunches detailed in the report; and
- (ii) otherwise, to note the contents of the report.

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

7. The Committee received a verbal report by the Head of Human Resources intimating that a report had been submitted to the Cabinet meeting the previous day.

This report referred to a Cross Cutting Review of Property Maintenance in July 2008 and referred to the need to review existing arrangements, and put in place new arrangements.

In the context of this proposal, the Cabinet report recommended that the Trade Unions be issued with 90 days' notice of the termination of the Bonus Scheme. Discussions would then start in general terms and proposals would be submitted to Cabinet in due course.

The Cabinet had agreed to this proposal, which it was noted was subject to the usual call-in arrangements.

The Trade Union representatives reported their unhappiness over the lack of notification and consultation with Senior Stewards about the issuing of this 90 day notice which had not been helpful towards their dealing with members' concerns.

Concerns were also raised about the timing of the issue of the 90 day notice, in relation to the Cabinet's decision on the matter, and the Head of Human Resources stated that the newsletter issued to employees had been issued with the caveat that they needed Cabinet approval. It was the intention to attempt to try and reach agreement with the Trade Unions within 90 days, and the notice did not impede negotiation.

CLOSING REMARKS

7. Jennifer Elliot, Vice-Chair, recorded the thanks of the Trade Unions to Bill Stafford, Executive Director of Neighbourhood Services for his work with the Trade Unions over the years. Jennifer Elliot also wished Elizabeth Morton well in her new post of Depute Chief Executive/Executive Director of Neighbourhood Services. The Chair echoed these sentiments.

The meeting terminated at 1510 hrs.