

## **EAST AYRSHIRE COUNCIL**

### **CENTRAL JOINT CONSULTATIVE COMMITTEE**

#### **MINUTES OF MEETING HELD ON MONDAY 2 APRIL 2007 AT 1000 HRS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK**

**PRESENT:** Jennifer Elliot (TGWU), Councillors Douglas Reid and Drew McIntyre, Provost Jane Darnbrough, Councillors John Knapp, Robert McDill and Jimmy Kelly; Brian Reid (UNISON), Elizabeth Wilson (GMB) and William Haddon (AMICUS/AEEU).

**ATTENDING:** Elizabeth Morton, Depute Chief Executive/Executive Director of Corporate Support; Martin Rose, Head of Personnel; George Park, Employee Relations Manager; Andrew Kennedy, Business Manger-Onsite and Jennifer Morrison, Administrative Officer.

**ALSO ATTENDING:** Arthur West, APT&C Convenor, Joint Secretary.

**APOLOGIES:** Councillor Helen Coffey, Gordon Potter (UNISON), June Minnery (GMB) and Frank Minnery (GMB).

**CHAIR:** Jennifer Elliott (TGWU), Chair

#### **EXCLUSION OF PRESS AND PUBLIC**

1. The Committee resolved that under Section 50(A) (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 7 December 2006 (circulated).

#### **SINGLE STATUS UPDATE**

3. The Head of Personnel reported that the Corporate Governance Committee, at its meeting on 22 March, had accepted the recommendations of the Appeals Sub-Committee convened for the purpose of considering Trade Unions' submission on the matter and had reached a decision to agree the revised Pay and Grading Scheme to be implemented with effect from 1 April 2006; letters had now been issued to employees with the next stage being the Appeals process. It was noted that discussions continued with the Trade Unions with the next meeting scheduled for 27 April.

It was noted the Job Development Strategy had been put into effect with a view to redeploying employees from positions of detriment.

Arthur West acknowledged that disappointment had been shared by both sides that a collective agreement could not be reached, and reported that the Trade Unions were still consulting on the position with their Members.

Noted.

### **COUNCIL RESTRUCTURE**

4. The Depute Chief Executive/Executive Director of Corporate Support intimated that following the decision at the end of 2006, the new management structure had, as of 1 April 2007, been put in place, and she spoke of her own new remit as well as that of the Executive Director of Neighbourhood Services and the Executive Head of Finance and Asset Management, whilst noting that the Acting Executive Director of Development Services had now returned to his substantive post of Head of Roads and Transportation.

Arthur West reported that as talks continued it might be that there would be implications for some Trade Union Members, and it was confirmed that both sides would continue to work constructively to address any issues which arose.

Noted.

### **ABSENCE MANAGEMENT**

5. The Head of Personnel gave an update on the absence management pilot scheme which had been introduced on 30 January 2007, and reported that to date there were no significant issues to report.

Noted.

### **LOCAL GOVERNMENT PENSION SCHEME**

6. There was submitted a report dated 5 March 2007 (circulated) by the APT & C Convenor which provided an update on discussions on the Local Government Pension Scheme.

It was agreed:-

- (i) to receive regular updates on the progress of discussions on the future of the Local Government Pension Scheme; and
- (ii) otherwise to note the contents of the report.

### **APPRENTICES**

7. There was submitted a report (circulated) by the Joint Secretary (UCATT) which requested an increase in the number of apprentices within Building and Works.

It was agreed in the absence of the Joint Secretary, UCATT to continue consideration of this item to the next meeting.

### **GENDER EQUALITY DUTY**

8. There was submitted a report dated 23 March 2007 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which advised on the Gender Equality Duty which would come into place on 6 April 2007.

It was agreed:-

- (i) to note the requirements of the Gender Equality Duty;
- (ii) to note that the Trade Unions would be consulted on the Gender Equality Scheme prior to its submission for approval to the relevant Council Committee; and
- (iii) otherwise to note the contents of the report.

**CHAIR'S CLOSING REMARKS**

- 9.** The Chair closed the meeting by thanking the Provost for her work on this Committee and others over the years, and wished her well for her forthcoming retirement. Thanks was also given to the remaining Elected Members for their commitment to working with the Trade Unions over the years.

The meeting terminated at 1020 hrs.