

## **EAST AYRSHIRE COUNCIL**

### **CENTRAL JOINT CONSULTATIVE COMMITTEE**

#### **MINUTES OF MEETING HELD ON THURSDAY 1 DECEMBER 2005 AT 1400 HRS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK**

**PRESENT:** Councillors John Knapp, Douglas Reid, Drew McIntyre and Robert McDill; Brian Reid and Graeme Cumming, UNISON; Elizabeth Wilson, Ian Conn and June Minnery, GMB; Jennifer Elliot and William Cree, TGWU; Andrew Wilson, UCATT and William Haddon Amicus/AEEU.

**ATTENDING:** Fiona Lees, Chief Executive; John Mulgrew, Executive Director of Educational and Social Services; William Stafford, Executive Director of Neighbourhood Services; John Walker, Head of Building and Works; John Clayton, Head of Corporate Development and Communication; Martin Rose, Head of Personnel; Robin Gourlay, Contracts Manager, Onsite Services; George Park, Employee Relations Manager; and Gillian Hamilton, Administrative Officer.

**ALSO ATTENDING:** David Doran, GMB, Joint Secretary; and Full-Time Officials Tracy Dalling, UNISON; James Winter, TGWU and Frank Minnery, GMB.

**APOLOGIES:** Provost Jane Darnbrough, Councillors Daniel Coffey, John Weir and Jimmy Kelly, Liz McCulloch, UNISON and Arthur West, UNISON, Joint Secretary.

#### **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 were submitted and approved as a correct record Minutes of the previous meeting held on 15 September 2005 (circulated).

#### **MATTERS ARISING**

##### **BEST VALUE AND COMMUNITY PLANNING AUDIT**

3. The Chief Executive provided an update on the Best Value and Community Planning Audit. The first meeting had taken place with the Audit Team, marking the start of the process.

##### **EMPLOYEE ATTITUDE SURVEY**

4. There was submitted a report dated 17 November 2005 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which advised on the findings of the Employee Attitude Survey which was carried out within the Council during June 2005.

It was agreed:

- (i) to note that arrangements had been made to publicise the findings of the survey through Eastwards and the Council's Intranet;
- (ii) to note that the principal results of the Survey were very positive, however some issues raised in the survey required focused activity. The process had gone well, with the survey eliciting useful information and highlighting areas for action. The Council would now be seen to take action, in consultation with employees;
- (iii) to note that the Corporate Management Team would meet shortly with Tom McGlew to go over the findings of the Survey in detail and draw up an action plan to take forward the issues raised at both a corporate and departmental level;
- (iv) to note that a number of employee focus groups would be established early in 2006 to take forward issues raised;
- (v) to note, with regard to the Trade Unions' previous enquiry about employees' crèche facilities, that the survey indicated that this would be welcomed by less than 3 in 10 employees. In the event that child care issues arose, the Council could consider alternative means of addressing these;
- (vi) to note that further reports on issues arising from the Employee Attitude Survey would be submitted to future meetings of the Central Joint Consultative Committee; and
- (vii) otherwise to note the report.

#### **EMPLOYEE AWARDS CEREMONY**

5. There was submitted a report dated 17 November 2005 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which provided information regarding this year's Employee Excellence Awards Ceremony.

It was agreed:-

- (i) to note that the proposals for the Council to formally recognise excellence, achievement and innovation amongst its employees had been supported by the Central Joint Consultative Committee at their meeting on 17 February 2005 and continued, in the main, to be welcomed by the Trade Unions;
- (ii) to note that the Council's arrangements to formally recognise excellence, achievement and innovation would be kept under review, and the Trade Union's views taken into account in planning future events;
- (iii) to note the Trade Union's comment about the possibility of any future events being held in-house;
- (iv) to note that the above Employee Attitude Survey had highlighted that employees wished to be recognised and the proposed focus groups would look at the best way of doing this;
- (v) to note the success of the inaugural Employee Excellence Awards Ceremony;
- (vi) to congratulate the winners of the various awards and all who were nominated;
- (vii) to give consideration to any areas of the Council's activities which could be considered for inclusion in future events; and

(viii) otherwise to note the report.

### **SALARY SACRIFICE EMPLOYEE BENEFITS SCHEME**

6. There was submitted a report dated 21 November 2005 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which provided an update on the Council's arrangements for offering to all employees a Salary Sacrifice Employee Benefits Scheme in relation to the Home Computer Initiative and Child Care Vouchers.

It was agreed:

- (i) to note that information on the Salary Sacrifice Scheme would be circulated with the next cycle of payslips;
- (ii) to note that employees wishing to participate in the scheme would be urged to take account of the financial issues involved;
- (iii) to note that a similar scheme for mountain bikes for travel to and from work would be made available to employees in due course;
- (iv) to note the arrangements for offering to all employees a Salary Sacrifice Employee Benefits scheme in relation to the Home Computer Initiative and Child Care Vouchers; and
- (v) otherwise to note the report.

### **BUILDING LEARNING COMMUNITIES – SCHOOLS PPP PROJECT UPDATE**

7. There was submitted a report dated 21 November 2005 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which provided an update on the progress made on the Schools PPP Project.

It was agreed:-

- (i) to note that the Trade Unions would meet with employees prior to the series of roadshows, detailed in paragraph 3.5 of the report;
- (ii) to note the position in respect of progress of the PPP;
- (iii) to note that discussions had commenced between the Council, the Trade Unions and the preferred bidder;
- (iv) that further reports on progress be submitted to the Committee on a regular basis;
- (v) otherwise to note the report.

### **COMPULSORY REDUNDANCIES**

8. There was submitted and noted a report (circulated) by the Joint Secretary, which expressed concerns about compulsory redundancies.

### **TIMETABLE OF FUTURE MEETINGS**

9. It was reported and noted that meetings of the Central Joint Consultative Committee would be held during 2006 on 16 March, 1 June, 14 September and 7 December all at 1400 hours in the Meeting Room, Council Headquarters, London Road,

Kilmarnock, with pre-meetings at 1330 hours in the Meeting Room for the Employees' side and Meeting Room 2 for the Employer's side.

The meeting terminated at 1438 hours.