

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON THURSDAY 2 JUNE 2005 AT 1400 HRS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillor John Knapp, Provost Jane Darnbrough and Councillors Daniel Coffey, Drew McIntyre, Robert McDill and Jimmy Kelly; Brian Reid, Liz McCulloch and Graeme Cumming, UNISON; Kate Connell, Ian Conn and June Minnery, GMB; William Cree, TGWU; and Andrew Wilson, UCATT.

ATTENDING: Fiona Lees, Chief Executive; Elizabeth Morton, Depute Chief Executive/Executive Director of Corporate Support; Bill Stafford, Executive Director of Neighbourhood Services; John Walker, Head of Building and Works; John Clayton, Head of Corporate Development and Communication; Robin Gourlay, Head of Onsite Services; Martin Rose, Head of Personnel; George Park, Employee Relations Manager; Janice Shaw, Personnel Manager (Schools); Sandy Gillatt, Chief Engineer (Roads); and Gillian Hamilton, Administrative Officer.

ALSO ATTENDING: Arthur West, UNISON and David Doran, GMB, Joint Secretaries; and Full-Time Officials Harry O'Neill, TGWU and Frank Minnery, GMB.

APOLOGIES: Councillors Douglas Reid and John Weir and Jennifer Elliot, TGWU.

CHAIR: Councillor John Knapp, Chair.

APPOINTMENT OF CHAIR

1. The Chief Executive reported that in accordance with the rotation arrangements embodied in the Constitution, the Chair of the Joint Consultative Committee for 2005/06 was due to be filled by a nomination from the employers' side and invited nominations.

It was agreed unanimously to appoint Councillor John Knapp as Chair.

CHAIR'S REMARKS

2. On behalf of the Committee, the Chair welcomed back Frank Minnery, following a period of ill-health.

APPOINTMENT OF VICE-CHAIR

3. The Chair reported that in accordance with the rotation arrangements embodied in the Constitution, the Vice-Chair of the Joint Consultative Committee for 2005/06 was due to be filled by a nomination from the employees' side and invited nominations.

It was agreed unanimously to appoint Jennifer Elliot as Vice-Chair.

MEMBERSHIP OF JOINT CONSULTATIVE COMMITTEE FOR 2005/06

4. There were submitted and noted details of JCC membership for 2005/06 as detailed below:-

Employers' Side

Councillor John Knapp
 Councillor Daniel Coffey
 Councillor Douglas Reid
 Councillor John Weir
 Councillor Drew McIntyre
 Councillor Robert McDill
 Provost Jane Darnbrough
 Councillor Jimmy Kelly

Employees' Side

Jennifer Elliot, TGWU
 Brian Reid, UNISON
 Liz McCulloch, UNISON
 Graeme Cumming, UNISON
 Kate Connell, GMB
 Ian Conn, GMB
 June Minnery, GMB
 William Cree, TGWU
 Philip McGhee, TGWU
 Andrew Wilson, UCATT
 William Haddon, AMICUS/AEEU

EXCLUSION OF PRESS AND PUBLIC

5. 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

6. There were submitted and approved Minutes of the previous Meeting held on 17 March 2005 (circulated).

Councillor Daniel Coffey joined the meeting at this point.

SINGLE STATUS UPDATE

7. There was submitted and noted a report dated 17 May 2005 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which provided an update on progress in implementing the Single Status Agreement with particular reference to the Job Evaluation Scheme.

EMPLOYEE RECOGNITION EVENT

8. There was submitted a report dated 24 May 2005 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which advised on an Employee Recognition Event to be held in October 2005.

It was agreed:

- (i) to note progress on the Employee Recognition Event;
- (ii) to note that the Event was welcomed by the Trade Unions;
- (iii) to note that the Event was intended to be flexible, allowing for development and/or modification over time as required;
- (iv) that consideration be given to including, over and above those awards detailed in the report, a Safe Driving Award; and
- (v) otherwise to note the report.

Graeme Cumming joined the meeting at this point.

EMPLOYEE ATTITUDE SURVEY

9. There was submitted a report dated 25 May 2005 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which advised that an Employee Attitude Survey would be carried out within the Council during June 2005.

It was agreed:

- (i) to note that following a satisfactory meeting with Tom McGlew of the University of Edinburgh's Department of Sociology, who had been appointed to carry out the Survey, this was welcomed by the Trade Unions, who would encourage participation and provide assurances to members regarding confidentiality of responses;
- (ii) to note that the Trade Unions were also concerned that existing collective bargaining procedures were maintained irrespective of the survey;
- (iii) to note that the Chair confirmed that there was no intention that the survey would replace existing collective bargaining arrangements;
- (iv) to note assurances given by the employers side that issues raised through the Survey would be followed up; and
- (v) otherwise to note the report and that further reports would be submitted with the results of the Survey in due course.

KILMARNOCK TOWN CENTRE PARKING

10. There was submitted a request from the Joint Secretaries that the Council (i) consider the current configuration of the more expensive and under-used areas of the multi-storey car park with a view to extending the low cost initiative introduced to the upper levels; and (ii) review the road layout used to enter and leave the multi-storey car park to permit efficient entrance and exit.

Having noted the background to the request, it was agreed:

- (i) that operational issues arising from restricted parking availability in the Town Centre, for employees on Council business, would be reviewed by Executive Directors;
- (ii) to note that the request for further capital investment in the multi-storey car park would be relayed to the Executive Director of Development and Property Services for consideration as part of the ongoing review of car parking provision; and
- (iii) to welcome the Council's commitment to addressing the above matters raised by the Trade Unions.

COLLECTIVE BARGAINING CONSULTATION PROCEDURES

11. There was submitted an enquiry on behalf of GMB Scotland and the Transport and General Workers Union concerning adherence to collective bargaining consultation procedures.

Having noted the Trade Unions' concerns about restructuring/regradings within Service Departments, employees' perception of these, the effect on Services and staff, and the timing of Trade Union consultation on these matters, it was agreed:-

- (i) to note the Head of Personnel's assurance that consultation on staffing matters was carried out as per established practice through Trade Union representatives in advance of Service Committee consideration;
- (ii) that early retiral packages were in accordance with previously agreed arrangements;
- (iii) that all restructuring/regradings were temporary pending job evaluation; and
- (iv) that the Head of Personnel be advised of any perceived or proposed deviations from the agreed procedures for further consideration by the JCC as required.

**USE OF QUALITY OF LIFE FUNDING TO REPLACE
CORE STREET SWEEPING PROVISION IN CUMNOCK**

12. There was submitted a report (circulated) by the Joint Secretary, GMB on the decision taken to cut weekend street sweeping provision.

Having noted the Executive Director of Neighbourhood Services' assurance that there had been no replacement of core street sweeping provision. However, there was a specific problem of debris from fast food outlets in Cumnock Town Centre, which was being addressed in the short term through a package of measures including deployment of a Hit Squad through Quality of Life Funding, it was agreed:

- (i) to note that although the Committee had no authority to consider the immediate cessation of weekend street sweeping in Cumnock Town Centre using Quality of Life Funding, the Trade Unions concerns had nonetheless been noted and would receive due consideration by the Executive Director of Neighbourhood Services; and
- (ii) otherwise, to note the report.

The meeting terminated at 1516 hrs.