

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON THURSDAY 16 DECEMBER 2004 AT 1400 HRS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Jennifer Elliot, TGWU; Councillors John Knapp, Daniel Coffey, Drew McIntyre and Jimmy Kelly; Brian Reid and Graham Cumming, Unison; Kate Connell, Ian Conn and June Minnery, GMB; William Cree, TGWU; Andrew Wilson, UCAT; and William Hadden, AEEU.

ATTENDING: Elizabeth Morton, Depute Chief Executive/Executive Director of Corporate Support; John Walker, Head of Building and Works; John Clayton, Head of Corporate Development and Communication; Robin Gourley, Head of Onsite Services; Martin Rose, Head of Personnel Services; George Park, Employee Relations Manager; and Gillian Hamilton, Administrative Officer.

ALSO ATTENDING: Tracey Dalling, Full-Time Officer, Unison; Arthur West, Unison; and David Doran, GMB, Joint Secretaries.

CHAIR: Jennifer Elliot, Chair.

CHAIR'S COMMENTS

1. The Chair, on behalf of the Committee, wished to Frank Minnery, who was seriously ill in hospital, sincere best wishes for a speedy recovery. The Chair also wished to support June Minnery, who was present at the meeting, and acknowledge her commitment to the Trade Union movements.

EXCLUSION OF PRESS AND PUBLIC

2. 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

3. There were submitted and approved Minutes of the previous meetings held on 16 September and 11 November 2004 (circulated).

MATTERS ARISING

4.1 EAGER

It was reported and noted that the EAGER Forum would meet early next year to address the issues raised previously by the Joint Secretaries. This would include a review of internal and external courses generated but EAGER to date, and general provision for staff developments, in particular for manual employees, in light of the issues raised by the Joint Secretaries.

4.2 BUDGET EFFICIENCY SAVINGS

It was agreed to note Trade Unions concern that Budget Efficiency Savings did not impact on front line services.

SINGLE STATUS

5. There was submitted a report dated 1 November 2004 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which advised on a revised time table for the implementation of the Single Status Agreement.

It was agreed:

- (i) to note the revised timetable for the implementation of the Single Status Agreement;
- (ii) to note that regular update reports would be submitted to the Committee; and
- (iii) otherwise to note the report.

TRADE UNION CONSULTATION PROTOCOL

6. There was submitted a report dated 2 November 2004 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which proposed the adoption of a Protocol on Trade Union Consultation.

It was agreed:

- (i) to note an amendment to Para 4 of the Protocol attached as Appendix 1 of the report as follows, viz:- "A Member/Officer Working Group may invite the Trade Unions to submit evidence to the Working Group where it is considered appropriate";
- (ii) to approve the Trade Union Consultation Protocol, subject to further discussion with the Trade Unions prior to finalisation; and
- (iii) otherwise to note the report.

2004/05 BUDGET EFFICIENCY SAVINGS

10. There was submitted a request (circulated) by the Joint Secretaries for an update on the progress being made by Departments in achieving the efficiency savings expected as part of the 2004/05 budget; and where the savings expected of them would be made during 2005/06.

It was agreed:

- (i) to note that early Trade Union consultations on budget efficiency savings for 2004/05 and 2005/06 would be held at Departmental Service level; and
- (ii) to note that there had been an exchange of correspondence with the Trade Unions on this matter during the summer, which would be shared with members of the Central JCC.

PRE-RETIREMENT COURSE

11. There was submitted and noted a report dated 6 September 2004 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which provided an update on the Council's arrangements for offering pre-retirement advice to retiring employees.

EAGER

12. There was submitted a report (circulated) by the Joint Secretaries requesting (i) that the Council carry out an evaluation of the EAGER process so far in order to identify any strengths and weaknesses; (ii) that the outcome of the evaluation be submitted to the Central JCC for consideration; (iii) that EAGER be relaunched in order to facilitate broader understanding of the process of the Council's workforce; and (iv) that Directors ensure that personal development training opportunities for employees were delivered fairly and equally across all employees.

It was agreed:

- (i) to acknowledge that in many instances EAGER was working well; and
- (ii) that a special meeting of the EAGER Forum would be arranged to address the issues in the report, with a view to ensuring that EAGER was used effectively in areas where it was perceived to be deficient.

FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

13. There was submitted and noted a report dated 6 September 2004 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which advised on the arrangements for delivering training for employees in respect of the requirements of the Freedom of Information (Scotland) Act 2002.

PROCESSING AND PAYMENT OF WEEKLY WAGES OVER CHRISTMAS AND NEW YEAR PERIOD 2004/05

14. There was submitted a report dated 6 September 2004 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which sought consideration of arrangements for the processing and payment of weekly wages over the Christmas and New Year period 2004/05.

It was agreed:

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

DATE OF NEXT MEETING

15. It was noted that the next meeting of the Central JCC would be held on Thursday 11 November 2004 at 1400 hrs in the Meeting Room, Council Headquarters, London Road, Kilmarnock with a pre-meeting at 1330 hrs in the Meeting Room for the employees' side and in Meeting Room 2 for the employers' side.

The meeting terminated at 1500 hrs.