

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON THURSDAY 25 MARCH 2004 AT 1400 HOURS 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, UNISON; Kate Connell and June Minnery, GMB; Jennifer Elliott, William Cree and Phillip McGhee, TGWU; William Haddon, AMICUS/AEEU; and Andrew Wilson, UCATT.

ATTENDING: Fiona Lees, Depute Chief Executive/Director of Corporate Resources; John Mulgrew, Director of Educational and Social Services; James Lavery, Director of Homes and Technical Services; John Walker, Head of Building and Works; John Clayton, Head of Corporate Development and Communication; Graham Haugh, Head of Personnel; George Park, Employee Relations Manager; Mike Padley, Health and Safety Manager; and Gillian Hamilton, Administrative Officer.

ALSO ATTENDING: Frank Minnery, Full-time Officer, GMB; and Arthur West, Unison, and David Doran, GMB, Joint Secretaries.

APOLOGIES: Councillors Douglas Reid and John Weir, Marie Frew and Graham Cumming, UNISON; John Wales, GMB; and Harry O'Neill, Full-time Officer, TGWU.

CHAIR: Councillor John Knapp, Chair.

MEMBERSHIP OF CENTRAL JCC

1. It was reported and noted that Councillor Robert McDill had replaced Councillor Harry Wilson as Member of the Central Joint Consultative Committee.

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 meeting held on 3 December 2003 (circulated).

Matters Arising

Advice to Retiring Employees

Following a request by the Joint Secretaries at the previous meeting, it was reported and noted that a formal policy document on Advice to Retiring Employees was being developed by the Head of Personnel, in consultation with the trade unions, for submission to the next meeting of the Corporate Governance Committee. In the meantime, retiring employees were being contacted by Personnel Officers and

appropriate support arrangements put in place according to the wishes of the employee.

EMPLOYEE EXCHANGE PROGRAMMES IN TOWN TWINNING

4. There was submitted and noted a report dated 17 March 2004 (circulated) by the Head of Personnel which advised that the Council recently approved in principle the participation of East Ayrshire Council employees in any work exchange programmes mutually agreed with one of the five towns the Council currently twinned with.

EMPLOYEE IDENTIFICATION

5. There was submitted and noted a report dated 17 March 2004 (circulated) by the Head of Personnel which provided an update on the latest developments relating to employee identification which had been discussed at the last meeting of the Central Joint Consultative Committee held on 3 December 2003.

ON-STREET CAR PARKING

6. There was submitted and noted a report (circulated) by the Joint Secretary, GMB, which requested further clarification on employee's exemption from waiting restrictions whilst in the service of the Council.

It was reported and noted that following the considerable progress already made with regard to on-street parking, no further extension of the existing provisions was planned.

INFORMATION UPDATE ON HEALTH AND SAFETY ISSUES

7. There was submitted and noted a report dated 15 March 2004 (circulated) by the Health and Safety Manager which provided an update on recent and developing Health and Safety issues.

NATIONAL FRAUD INITIATIVE

8. There was submitted and noted a joint report dated 16 March 2004 (circulated) by the Director of Finance and the Head of Personnel which provided information on a National Fraud Initiative in Scotland and related employee information.

PHYSIOTHERAPY SERVICE

9. There was submitted a report dated 17 March 2004 (circulated) by the Head of Personnel on a pilot physiotherapy service operated during the financial year 2003/04 (4 March – 30 November 2004) and the Council's recent agreement to continue the service provision on a permanent basis as part of the Council's Occupational Health provision.

It was agreed:-

- (i) to note an amendment to the report, to delete 5.1(b) from the recommendations;
- (ii) to note the feedback from the pilot physiotherapy service run during the financial year 2003/04; and
- (iii) otherwise, to note the report.

PUBLIC PRIVATE PARTNERSHIP PROJECT – TRADE UNION INVOLVEMENT AND CONSULTATION

10. There was submitted a request by the Joint Secretary, GMB, for early meetings of the Project Steering Group and Project Board to be convened, to ensure continued effective and transparent consultation with the Trade Unions on the issue of Public Private Partnership.

It was reported and noted that full consultation with the trade unions was supported, and that this would be progressed at a meeting with the Director of Educational and Social Services to be held on 29 March 2004.

RECOGNITION OF CONTINUOUS SERVICE – NHS AYRSHIRE AND ARRAN

11. There was submitted a report dated 17 March 2004 (circulated) by the Head of Personnel which advised of the Council's recent approval of recognition of NHS (Ayrshire & Arran Health Board) service applicable to certain employment conditions within East Ayrshire Council.

It was agreed:-

- (i) to note the Council's recent agreement to recognise previous continuous service within NHS (Ayrshire and Arran Health Board) for certain employment conditions within East Ayrshire Council effective from 10 February 2004;
- (ii) that the Head of Personnel provide the trade unions with clarification regarding the transferability of pensions; and
- (iii) otherwise to note the report.

REVIEW OF THE COUNCIL'S BEST VALUE ARRANGEMENTS

12. There was submitted a report dated 15 March 2004 (circulated) by the Depute Chief Executive/Director of Corporate Resources which sought comments from the Joint Consultative Committee on proposed amendments to the Council's Best Value arrangements required to comply with the terms of the Local Government in Scotland Act, 2003

It was agreed:-

- (i) to consider the proposals contained within the 19 February 2004 Policy and Resources Committee on revised Best Value Arrangements;
- (ii) to provide comments on these proposals to the Head of Corporate Development and Communication by the end of April 2004; and
- (iii) otherwise to note the content of the report.

SINGLE STATUS UPDATE

13. There was submitted a report dated 15 March 2004 (copy enclosed) by the Head of Personnel which provided an update on the Council's response to the National Single Status Agreement (Local Government Employees).

It was agreed:-

- (i) to note the update on the Council's response to the Single Status Agreement for Local Government Employees; and
- (ii) that the Head of Personnel continue to provide future update reports.

APPRENTICES

- 14.** There was submitted a request (circulated) by the Joint Secretary, GMB, that East Ayrshire Council give serious consideration to the provision of additional apprenticeship opportunities within Building and Works and Vehicle Maintenance.

Having acknowledged the extent of current training opportunities across the range of Council's Services it was agreed:-

- (i) to note that investment in additional apprenticeship places in Building and Works was a business consideration. Although no increase in the current ratio was anticipated, this would continue to be reviewed annually; and
- (ii) that the Director of Homes and Technical Services review vehicle maintenance and new deal arrangements, jointly with the Head of Roads and Transportation and Head of Building and Works, to identify any possible placement opportunities.

Councillor McIntyre left the meeting during discussion of the above item.

UNION LEARNING REPRESENTATIVES

- 15.** There was submitted a report dated 17 March 2004 (circulated) by the Head of Personnel which recommended a basis for discussion aimed at establishing a Learning Representatives agreement.

It was agreed:-

- (i) that the Head of Personnel form a joint working group with trade union and management representatives of the JCC with a view to concluding a Union Learning Representatives agreement for recommendation to an early meeting of the Corporate Governance Committee;
- (ii) that Appendix 1 to the report be used as the basis for the joint discussion referred to in (i) above; and
- (iii) otherwise to note the contents of the report.

VEHICLE POLICY

- 16.** There was submitted and noted a report dated 16 March 2004 (circulated) by the Head of Personnel which detailed recently agreed changes to the Council's Vehicle Policy.

Councillor McIntyre rejoined the meeting at this point.

A BIG THANK YOU

- 17.** There was submitted and noted a communication dated March 2004 (circulated) by the joint secretaries on behalf of the trade unions which recorded appreciation of the contributions of David Montgomery, Chief Executive; Steven Chorley, Director of Development Services; and Graham Haugh, Head of Personnel to the Committee's work and Council's Services in general.

It was agreed to endorse the views expressed; and noted that the Chair would issue suitable correspondence expressing the Committee's appreciation and best wishes.

The meeting terminated at 1510 hours.