

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON TUESDAY 4 SEPTEMBER 2007 AT 1405 HRS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillors Jim Todd, Helen Coffey, Hugh Ross, Tom Cook, Eric Jackson, John Knapp and Drew McIntyre; Jennifer Elliot (TGWU), Elizabeth Wilson and June Minnery (GMB); William Cree, (TGWU) William Haddon (AMICUS/AEEU); Liz McCulloch and Gordon Potter (UNISON).

ATTENDING: Elizabeth Morton, Depute Chief Executive/Executive Director of Corporate Support; William Stafford, Executive Director of Neighbourhood Services; John Walker, Head of Building and Works; Martin Rose, Head of Personnel; Andrew Kennedy, Business Manager, Onsite Services; George Park, Employee Relations Manager and Gillian Hamilton, Administrative Officer.

ALSO ATTENDING: Arthur West, APT&C Convenor and Andrew Wilson, Manual and Craft Convenor, Joint Secretaries.

APOLOGIES: Councillors Douglas Reid and Barney Menzies; Brian Reid and David O'Conner (UNISON) and Louise Gilmour (GMB).

CHAIR: Depute Chief Executive/Executive Director of Corporate Support (Item 1), Councillor Jim Todd, (Item 2 onwards).

APPOINTMENT OF CHAIR

1. The Depute Chief Executive/Executive Director of Corporate Support reported that in accordance with the rotation arrangements embodied in the constitution, the Chair of the Joint Consultative Committee for 2007/2008 was due to be filled by a nomination from the employer's side and invited nominations.

It was agreed unanimously to appoint Councillor Jim Todd as Chair.

APPOINTMENT OF VICE CHAIR

2. The Chair reported that in accordance with the rotation arrangements embodied in the constitution, the Vice Chair of the Joint Consultative Committee for 2007/2008 was due to be filled by a nomination from the employees' side and invited nominations.

It was agreed unanimously to appoint Jennifer Elliott as Vice Chair.

MEMBERSHIP OF CENTRAL JOINT CONSULTATIVE COMMITTEE FOR 2007/2008

3. There were submitted and noted details of Central Joint Consultative Committee membership for 2007/2008 as detailed below:-

| EMPLOYER'S SIDE | EMPLOYEES' SIDE |
|---------------------------|-----------------------------|
| Councillor Douglas Reid | Elizabeth McCulloch, Unison |
| Councillor Jim Todd | Gordon Potter, Unison |
| Councillor Helen Coffey | Brian Reid, Unison |
| Councillor Hugh Ross | June Minnery, GMB |
| Councillor Tom Cook | Elizabeth Wilson, GMB |
| Councillor Eric Jackson | Vacancy, GMB |
| Councillor John Knapp | William Haddon, AMICUS/AEEU |
| Councillor Drew McIntyre | William Cree, TGWU |
| Councillor Barney Menzies | Jennifer Elliott, TGWU |
| | Philip McGhee, TGWU |
| | Vacancy UCAAT |

EXCLUSION OF PRESS AND PUBLIC

4. 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

5. There were submitted and approved as a correct record Minutes of the previous meeting held on 2 April 2007 (circulated).

MATTERS ARISING

ABSENCE MANAGEMENT

6. It was reported by the Head of Personnel and noted that a mid-year update report on the Absence Management Pilot Scheme would be submitted to the next meeting of the Central Joint Consultative Committee.

KILMARNOCK TOWN CENTRE CAR PARKING ISSUES

7. There was submitted a report (circulated) by the APT&C Convenor on a recent survey carried out by the Joint Trade Unions in respect of Kilmarnock Town Centre car parking issues.

It was agreed:-

- (i) to note that consideration was being given currently to the introduction of barriers and increased security arrangements at the Morton Place Car Park. Parking arrangements within the Multi-storey and Viaduct Car Parks would also be reviewed, taking into account the impact of parking provision at Tesco, Sturrock Street and the Top of the Town development. While the Trade Unions had requested that provision for disabled employees who did not have a disabled person parking badge (blue badge) be considered it was the view of the Council that this, and the additional proposal for employees to be given Town Centre parking permits, would give Council workers an unfair advantage over other Town Centre workers in respect of parking;

- (ii) to note that the Council was committed to ongoing consultation with the Trade Unions regarding car parking issues; and
- (iii) otherwise to note the contents of the report.

TRANSPORT SERVICES

8. There was submitted a report dated 29 August 2007 (circulated) by the Manual and Craft Convenor which asked that the Council reaffirm its commitment to in-house provision of vehicle maintenance by Transport Services.

It was agreed:-

- (i) to note that any reduction in expenditure on long term hires would not necessarily result in funds reverting to the Council, as there were costs associated with vehicles which required to be incurred outwith the Council;
- (ii) to note that the Executive Director of Neighbourhood Services would carry out a review of the requirements for existing long term hires; manufacturers' warranty arrangements to ensure that the Council is receiving maximum benefit; comparative costs of hire and ownership; and contract options;
- (iii) to note the Council's commitment to vehicle maintenance being undertaken in-house, so long as this was cost effective;
- (iv) that the Trade Unions would continue to be consulted on transport issues; and
- (v) otherwise to note the contents of the report.

PROCESSING AND PAYMENT OF WEEKLY WAGES OVER CHRISTMAS AND NEW YEAR PERIOD 2007/2008

9. There was submitted a report dated 21 August 2007 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which asked the Central Joint Consultative Committee to consider arrangements for the processing and payment of weekly wages over Christmas and New Year Period 2007/2008.

It was agreed:-

- (i) to note the Trade Unions' preference for two weeks' pay on 20 December followed by 1 week's pay on 4 January, as opposed to the proposal in paragraph 4 of the report;
- (ii) that the Head of Personnel discuss this further with the Trade Unions with a view to resolving the matter;
- (iii) that the Trade Unions would communicate the agreed arrangements to employees via their own communication channels; and
- (iv) otherwise to note the contents of the report.

SINGLE STATUS UPDATE

10. There was submitted a report dated 27 August 2007 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which provided an update on Single Status and related matters.

It was agreed:-

- (i) to note that the Trade Unions were reassured by the Council's efforts to address issues facing those employees who would be in detriment at the end of the cash conservation period; and
- (ii) otherwise to note the contents of the report.

LOCAL GOVERNMENT PENSION SCHEME

11. There was submitted a report dated 27 August 2007 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which advised on the latest proposed changes to the Local Government Pension Scheme.

It was agreed:-

- (i) to note that the Pension Scheme booklets detailed in paragraph 4 of the report had been issued to employees; and
- (ii) otherwise to note the contents of the report.

EMPLOYEE AWARDS CEREMONY

12. There was submitted a report dated 2 August 2007 (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 the arrangements for this year's Employee Excellence Awards Ceremony;
- (ii) to confirm the continued involvement of the Trade Unions in the Young Achiever Award; and
- (iii) otherwise to note the contents of the report.

GENDER EQUALITY – EQUAL PAY POLICY STATEMENT

13. There was submitted a report dated 27 August 2007 (circulated) by the Depute Chief Executive/ Executive Director of Corporate Support which advised on the Equal Pay Policy Statement which was developed for East Ayrshire Council and which would be submitted to Cabinet for approval on 19 September 2007.

It was agreed:-

- (i) to note the Trade Unions support for the Equal Pay Policy Statement;
- (ii) to note that the Trade Unions would welcome feedback on issues highlighted through the information gathering and monitoring process detailed in the Equality Pay Policy Statement; and
- (iii) otherwise to note the contents of the report.

APPRENTICES

14. There was submitted a report (circulated) by the Manual and Craft Convenor which requested an increase in the number of apprenticeships within Building and Works.

It was agreed:-

- (i) that the issue of apprenticeships would be reviewed for next year, albeit Council would not wish to move too far from the established ten percent of workforce ratio. The timing issue identified by Trade Unions in respect of college start dates would also be taken into account; and
- (ii) otherwise to note the contents of the report.

The meeting terminated at 1457 hrs.