

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON THURSDAY 7 DECEMBER 2006 AT 1400 HRS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillors John Knapp, Helen Coffey, Douglas Reid, Drew McIntyre, Robert McDill, and Jimmy Kelly; Brian Reid and Liz McCulloch, Unison; Elizabeth Wilson and June Minnery, GMB; William Cree, TGWU; and William Haddon, Amicus AEEU.

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

ALSO ATTENDING: Arthur West, Unison, APT&C Convenor; and Andrew Wilson, Manual and Craft Convenor, Joint Secretaries; and Full Time Officials Joe McLaren, UCATT and Alison Cairns, TGWU.

APOLOGIES: Councillor John Weir and Provost Jane Darnbrough; Jennifer Elliot and Phillip McGee, TGWU; and Full Time Officer Frank Minnery, GMB.

EXCLUSION OF PRESS AND PUBLIC

1. The Committee resolved that under Section 50(A)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.

MANAGING ABSENCE PILOT

2. The Committee received a presentation by Darren Pemberton from Active Health Partners on the Managing Absence Pilot Scheme which was to be carried out within the Council's Onsite Services. The aims of the Scheme were to improve the health and wellbeing of employees; and to inform management information.

Mr Pemberton explained how absence reporting arrangements would change for the pilot group, whereby 500 employees would report to a nurse contact centre, where confidential medical advice was available from qualified nursing staff, including mutually agreed return to work projection and offer of a follow-up call to update absence information. He further explained that on receipt of a call from an employee, the contact centre would immediately notify the line manager within the Council by e-mail or text, to disclose absence information agreed with the employee.

Mr Pemberton stated that appropriate arrangements would be in place to ensure the security of confidential information disclosed. He further advised that existing procedures within the Council would operate alongside the Scheme.

Mr Pemberton stated that as the current arrangements within the Council involved reporting to a line manager who had limited medical knowledge, the Scheme could enhance the level of support to employees. In addition, the Scheme would assist the Council to monitor trends, take positive action to ensure the health and safety of employees and address concerns about absence levels within the Council.

Mr Pemberton advised that at the end of the pilot, the effectiveness of the Scheme would be measured by comparing the results with those of a control group.

The Committee thanked Mr Pemberton for his presentation.

It was agreed to note that Trade Unions would be involved throughout the Managing Absence Pilot.

Councillors Coffey and McIntyre left the meeting.

MINUTES OF PREVIOUS MEETING

3. There were submitted and approved minutes of the previous meeting held on 14 September 2006 (circulated).

SINGLE STATUS UPDATE

4. There was submitted and noted a report dated 30 November 2006 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which provided an update on Single Status.

AMENDMENTS TO COUNCIL'S MANAGEMENT STRUCTURE

5. There was submitted a report (circulated) by the Chief Executive which advised on amendments which had been proposed to the Council's Management Structure.

It was agreed:-

- (i) to note that the proposals had been approved by Council;
- (ii) to note that consultations would continue with the Trade Unions in respect of any other changes arising from the revisions to the overall Management Structure; and
- (iii) otherwise to note the report.

PENSIONS

6. There was submitted and noted a report dated 28 November 2006 (circulated) by the APT&C Convenor which provided an update on discussions regarding the Local Government Pension Scheme.

EMPLOYEE RECOGNITION EVENT

7. There was submitted and noted a report dated 27 November 2006 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which advised on the second annual Employee Award Ceremony which was held on 26 October 2006 and in particular the Trade Unions' involvement in the Event for the first time.

APPOINTMENT OF FULL TIME TRADE UNION CONVENOR (MANUAL AND CRAFT)

8. There was submitted a report dated 27 November 2006 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which advised on the current position in relation to the filling of the vacant post of full time Trade Union Convenor (Manual and Craft).

It was agreed:-

- (i) that the post of full time Trade Union Convenor (Manual and Craft) be filled on a temporary basis until December 2007;

- (ii) that the temporary appointment be reviewed in October 2007 and a report submitted to the Central Joint Consultative Committee;
- (iii) to note that Andrew Wilson had been selected by the constituent Trade Unions to fill the post of full time Trade Union Convenor (Manual and Craft) on the above basis; and
- (iv) otherwise to note the report.

DATE OF NEXT MEETING

9. It was noted that the next meeting of the Central Joint Consultative Committee would be held on Thursday 15 March 2007 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 in Meeting Room 1 for the employers side.

The meeting terminated at 1500 hrs.