

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON WEDNESDAY 24 SEPTEMBER 2003 AT 1400 HOURS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillors John Knapp, Daniel Coffey, John Weir, Drew McIntyre, and Jimmy Kelly; Marie Frew (UNISON), June Minnery (GMB), Jennifer Elliott and William Cree (both TGWU), David Spelman (AEEU) and Andrew Wilson (UCATT).

ATTENDING: David Montgomery, Chief Executive; Fiona Lees, Depute Chief Executive/Director of Corporate Resources; Stephen Chorley, Director of Development Services; John Mulgrew, Director of Educational and Social Services; Alex McPhee, Director of Finance; John Walker, Head of Building and Works; Robin Gourlay, Contracts Manager; George Park, Employee Relations Manager; Mike Padley, Health and Safety Manager; and Gillian Hamilton, Administrative Officer.

ALSO ATTENDING: Arthur West, Joint Secretary and Simon McFarlane, Full-time Officer (both UNISON); and Frank Minnery, Full-time Officer (GMB).

APOLOGIES: Provost Jane Darnbrough and Councillors Douglas Reid and Harry Wilson; Graeme Cumming and Brian Reid (both UNISON); Harry O'Neill, Full-time Officer (TGWU) and David Doran, Joint Secretary (GMB).

CHAIR: Councillor John Knapp, Chair.

EXCLUSION OF PRESS AND PUBLIC

1. 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

2. There were submitted and approved the Minutes of the previous meeting held on 18 June 2003.

MATTERS ARISING

3.1 On-Street Parking

It was reported verbally by the Director of Development Services and noted that a briefing would shortly be in circulation, introducing low rate "pay and display" parking in the upper tier of the town centre's multi-storey car park for Council employees and external users. The briefing would also include information on on-street parking restrictions.

Any proposed measures to address the security issues at Morton Place and Viaduct car parks would require capital investment and would receive consideration together with other conflicting priorities.

Employees experiencing operational problems arising from parking restrictions, should notify their Departmental Head, in the first instance, who would liaise thereafter with the Director of Development Services.

SINGLE STATUS UPDATE

4. There was submitted a report dated 16 September 2003 (circulated) by the Head of Personnel which provided an update on the Council's response to the Scottish Joint Council's Single Status Agreement.

It was agreed:-

- (i) to note the report updating the Committee on the Council's response to the Single Status Agreement for Local Government employees;
- (ii) to note that pay and grading model options were currently being developed; and
- (iii) that the Head of Personnel continue to provide future Single Status update reports.

UPDATE ON HEALTH AND SAFETY ISSUES

5. There was submitted a report dated September 2003 (circulated) by the Head of Personnel which provided an update on recent and developing health and safety issues.

It was agreed:-

- (i) to welcome the Council's commitment to promoting health and safety. The Trade Unions wished to acknowledge, in particular, the revision of the violence at work policy and supporting procedures which had been completed and agreed with the Trade Unions, and the development of the employee safety handbook;
- (ii) to note that the development of an Accident Database would provide both a Departmental and Council wide overview of entries; and
- (iii) otherwise to note the content of the report.

PROCESSING AND PAYMENT OF WEEKLY WAGES OVER CHRISTMAS AND NEW YEAR PERIODS 2003/2004

6. There was submitted a report dated 12 September 2003 (circulated) by the Depute Chief Executive/Director of Corporate Resources which asked the JCC to consider the arrangements for the processing and payment of weekly wages over the Christmas and New Year period 2003/2004.

It was agreed:-

- (i) to note the proposal that employees receive 3 weeks payment on Thursday 18 December 2003 (with estimated bonus and overtime, where appropriate), with normal weekly payments recommencing on Thursday 8 January 2004.

Employees paid on a fortnightly basis would receive the equivalent of 2 pays (ie 4 weeks) on the pay date immediately prior to the Christmas break and therefore would receive this payment on Thursday 11 December 2003;

- (ii) to note that the Trade Unions did not support these proposed pay arrangements, preferring that employees receive 2 weeks pay on the pay date immediately preceding Christmas with normal weekly payments (with estimated bonus and overtime, where appropriate) commencing on the first pay date after the New Year period;
- (iii) to note that the closure of the Council offices during the festive period and pay days falling on Christmas Day and New Year's Day respectively, both of which were non-processing days within the BACS system, precluded accommodating the Trade Unions' preferred option on this occasion;
- (iv) that Trade Union representatives and Senior Officers continue discussions outwith the meeting with a view to reaching mutual agreement on the arrangements for the processing and payment of weekly wages over the festive period, which would be relayed thereafter to employees including via the Trade Unions' own communication channels; and
- (v) otherwise to note the content of the report.

LOCAL GOVERNMENT PENSION SCHEME

7. There was submitted a request (circulated) by the Joint Secretaries for representatives of the Local Government Pension Scheme to meet a delegation of senior Trade Union representatives and personnel officers regarding the future of final salary pension schemes.

It was agreed that the Head of Personnel would make arrangements for a meeting to be held in the near future.

EMPLOYEE IDENTIFICATION

8. There was submitted a request (circulated) by the Joint Secretaries that the Head of Personnel convene a meeting with the Trade Union Conveners and the Head of Corporate Development and Communication to discuss the issue of employee identification.

It was agreed to note that a meeting had been arranged for Thursday 26 September 2003 which the Conveners would attend.

PUBLIC PRIVATE PARTNERSHIP PROPOSALS

9. There was submitted a request (circulated) by the Joint Secretaries for a verbal update on the current position regarding the Council's Public Private Partnership involvement.

It was reported by the Director of Educational and Social Services and noted that arrangements had been made for a progress review meeting to be held on 3 October 2003, which the Director would attend.

Otherwise, it was noted that feedback was awaited from the Scottish Executive regarding the schools referred; a Public Private Partnership unit had been established; external consultants had been appointed whose details would be advised to the Trade Unions; the Council continued to be committed to achieving the best possible outcome for colleagues; and the Trade Unions would be involved in further discussions as issues arising from the PPP proposals emerged.

GENERAL AGREEMENT ON TRADE IN SERVICES

- 10.** There was submitted a request (circulated) by the Joint Secretaries for a speaker from the World Development Movement to address the Central Joint Consultative Committee on General Agreement on Trade in Services.

It was agreed that arrangements would be made by the Joint Secretaries for a speaker from the World Development Movement to attend a future meeting of the JCC.

The meeting terminated at 1429 hours.