

EAST AYRSHIRE COUNCIL

CENTRAL JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON WEDNESDAY 19 MARCH 2003 AT 1400 HOURS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Jennifer Elliot (TGWU); Provost Jimmy Boyd; Councillors Danny Coffey; Drew McIntyre; Harry Wilson and Eric Jackson; Marie Frew (UNISON); John Wales (GMB); June Minnery (GMB); William Cree (TGWU); Philip McGee (TGWU); Andrew Wilson (UCATT); and David Spelman (AEEU).

ATTENDING: Fiona Lees, Depute Chief Executive/Director of Corporate Resources; Graham Haugh, Head of Personnel; John Walker, Head of Building and Works; Robin Gourlay, Contracts Manager; George Park, Employee Relations Manager; and Gillian Hamilton, Administrative Officer.

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

APOLOGIES: Councillors John Weir, Finlay MacLean and Jimmy Kelly; and Kate Connell (GMB).

1. It was 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 noted Minutes of meeting held on 20 November 2002 (circulated).

MATTERS ARISING

3. **General Agreement on Trade in Services and Employee Identification**

It was reported and noted that meetings were being progressed in relation to both of these ongoing issues.

EMPLOYEE BENEFITS

4. There was submitted a report dated 10 March 2003 (circulated) by the Depute Chief Executive/Director of Corporate Resources on the development of the Council's Employee Benefits Package, with particular reference to specific employee healthcare provisions.

It was agreed:-

- (i) to note that there had been zero attendance at initial promotional visits by AIG on the employee healthcare schemes detailed in the report, which was attributed to an over-emphasis on the voluntary nature of participation;

- (ii) that the Head of Personnel would seek assistance from Managers and the Trade Unions in identifying more prescriptive arrangements within departments for the promotion of the benefits of the healthcare schemes available from AIG, in order that employees could make informed choices thereafter;
- (iii) that the Trade Unions would discuss with the Head of Personnel whether there was scope for promotion of their benefits packages; and
- (iv) otherwise, to note the development of the Council's Employee Benefits Package as described in paragraph 3 of the report.

EMPLOYEE CONTRIBUTIONS TO CHARITY

5. There was submitted a report dated 10 March 2003 (circulated) by the Head of Personnel which informed of the Council promoting its existing payroll facility which allowed employees to contribute to charities of their choice; and the Council working in partnership with the organisations Caring Together and Charity Direct to promote the facility.

It was agreed:-

- (i) to note that the Council would promote its existing payroll facility which allowed employees to contribute to charities of their choice;
- (ii) to note that the Council would work in partnership with Caring Together to publicise payroll giving to charities and with Charity Direct to administer contributions; and
- (iii) otherwise, to support the arrangements described in the report.

HEALTH AND SAFETY PROGRESS REPORT

6. There was submitted a report dated 10 March 2003 (circulated) by the Head of Personnel which commented on the general progress towards an improved health and safety culture following from the establishment of a Health and Safety Strategy Group under the direction of the Chief Executive. This was in response to the "*revitalising health and safety*" Agenda and built on the previous year's detailed review of health and safety arrangements within East Ayrshire Council.

It was agreed:-

- (i) to note the appointment to the Council of a new Health and Safety Manager, Mike Padley, who would be invited to the next meeting of the JCC;
- (ii) to note that the Trade Unions welcomed the progress on health and safety issues detailed in the report; and
- (iii) otherwise, to note the achievements of the past year and reflect on what should form the priorities for the 2003-2004 Health and Safety Action Plan.

SINGLE STATUS UPDATE

7. There was submitted a report dated 10 March 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 that the Single Status Agreement was progressing satisfactorily locally although there was understood to be problems being experienced on a wider national basis;
- (ii) to note the report updating the Committee on the Council's response to the Single Status Agreement for Local Government employees; and
- (iii) that the Head of Personnel continue to provide future update reports.

EMPLOYEE RECOGNITION

8. Having heard the Head of Personnel on elements of the Council's Employee Recognition Scheme contained in the booklet "Your Contribution Counts" (circulated), it was agreed:
- (i) to note that the Scheme was flexible, allowing for future change; and
 - (ii) to welcome and otherwise note the detail of the Employee Recognition Scheme.

DATE OF NEXT MEETING

9. It was noted that arrangements for the next meeting of the JCC, which would be held towards the end of May and include a membership update in accordance with paragraph 3.2 of the Constitution of the JCC, would be notified to members in due course. The Joint Secretaries would progress these arrangements.

CHAIR'S COMMENT

10. The Chair referred to the forthcoming Local and Scottish Parliamentary Elections and intimated that the Trade Unions wished the Provost a long, happy and healthy retirement.

The meeting terminated at 1430 hours.