

ANNEXATION I

EAST AYRSHIRE COUNCIL

JOINT CONSULTATIVE COMMITTEE (LOCAL GOVERNMENT EMPLOYEES AND CRAFTPERSONS)

MINUTES OF MEETING HELD ON THURSDAY 29 NOVEMBER 2001 AT 1400 HRS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillors Eric Jackson, Daniel Coffey, Drew McIntyre, Finlay MacLean, Jimmy Kelly and Provost Jimmy Boyd; Nigel Pimm (Unison); Jennifer Elliot, William Cree and Phillip McGee (TGWU); Kate Connell, John Wales and June Minnery (GMB); Ian Howat (AEEU); and Andrew Wilson (UCATT).

ATTENDING: David Montgomery, Chief Executive; Fiona Lees, Depute Chief Executive/Director of Corporate Resources; John Walker, Head of Building and Works; Graham Haugh, Head of Personnel; Jim Kane, Head of Roads and Transportation; Robin Gourlay, Contracts Manager - On Site Services; and Stuart Nelson, Administrative Officer.

ALSO ATTENDING: David Doran (GMB) and Arthur West (Unison), Joint Secretaries; and Simon MacFarlane, Full-Time Officer (Unison).

APOLOGIES: Councillors John Weir and Harry Wilson; Les Anderson and Graeme Cumming (Unison); David Spelman (AEEU); and Harry O'Neil, Full-Time Officer (TGWU).

CHAIR: Councillor Eric Jackson.

APPOINTMENT OF CHAIR

1. The Chief Executive advised that in accordance with the rotation arrangements embodied in the Constitution, the Chair of the Joint Consultative Committee for the remainder of this year was due to be filled by a nominee from the employers' side and the Chief Executive called for nominations.

Councillor Eric Jackson was then nominated for, and appointed as, Chair, and thereafter took the Chair.

APPOINTMENT OF VICE-CHAIR

2. The Chair advised that, in accordance with the rotation arrangements embodied in the Constitution, the Vice-Chair of the Joint Consultative Committee for the remainder of this year was due to be filled by a nominee from the staff side and he then called for nominations.

David Spelman, in his absence, was nominated for, and appointed as, Vice-Chair.

Councillor McIntyre left the meeting at this point.

ADOPTION OF CONSTITUTION

3. There was submitted a report dated 21 November 2001 (circulated) by the Depute Chief Executive/Director of Corporate Resources which recommended a Constitution for the Joint Consultative Committee (Local Government Employees and Craftpersons) and confirmed membership from the Council and the Trades Unions.

It was agreed:

- (i) to note objections expressed by Andrew Wilson on behalf of UCATT and AEEU that the Constitution provided for only one representative from each of these unions on the Committee; and
- (ii) notwithstanding (i) above:
 - (a) to note the membership of the Committee as set out in the Constitution; and
 - (b) to endorse the Constitution as appended to the report.

ABSENCE MANAGEMENT

4. The Committee received a presentation by the Head of Personnel which focussed on a range of issues relating to absence management within East Ayrshire Council.

There then followed a general discussion during which, amongst other things, there was an acknowledgement of the need for joint working between the Council and the Trade Unions, in order to promote effective absence management in accordance with Council policy.

The Chair thanked the Head of Personnel for the presentation.

Councillor Kelly and Nigel Pimm left the meeting at this point.

EAST AYRSHIRE GENERAL EMPLOYEE REVIEW (EAGER)

5. There was submitted a report dated 21 November 2001 (circulated) by the Depute Chief Executive/Director of Corporate Resources which advised of progress being made within Departments to implement the EAGER process of development review.

It was agreed:

- (i) to note the Council's progress in introducing its EAGER scheme;
- (ii) to note comments made by the staff side regarding the timescale and process for "rolling out" the EAGER scheme to manual workers and craftpersons;
- (iii) to ask the Head of Personnel to arrange an early meeting involving representatives of the staff side and the Personnel and Building and Works Sections to discuss roll out of the process to manual and craft employees in the Building and Works Section; and
- (iv) to ask the Head of Personnel to provide a further update report on the introduction of the EAGER scheme to a future meeting of this Committee.

REGULATION OF CARE (SCOTLAND) ACT 2001

6. There was submitted a report dated 21 November 2001 (circulated) by the Director of Educational and Social Services and the Depute Chief Executive/Director of

Corporate Resources which advised of the Regulation of Care (Scotland) act 2001 and implications for Council employees.

It was agreed:

- (i) to request the Head of Personnel to communicate with the recently appointed Director of Human Resources within the Scottish Social Services Council to seek early communication on issues relating to service condition packages for those employees of the Council who are likely to transfer to the Scottish Commission for the Regulation of Care; and
- (ii) otherwise, to note the terms of the report.

USE OF CONTRACT HIRE VEHICLES

7. There was submitted a letter (circulated) from the Joint Secretary (Trade Unions) which expressed their continued concern over the use of contract hire vehicles by DSOs and which sought a Council response.

It was agreed:

- (i) to note the concerns expressed and points made by the staff side;
- (ii) to note that a meeting of Directors and Heads of Service concerned would be taking place on Monday 3 December 2001 to consider this issue; and
- (iii) to note that a report on further progress on this issue would be submitted to a future meeting.

PUBLIC PRIVATE PARTNERSHIP (PPP) SCHEME

8. There was submitted a letter (circulated) by the Joint Secretary (Trade Unions) which requested a discussion regarding the Council's possible bid for funding under the Public Private Partnership Scheme.

It was agreed:

- (i) to note the views of, and concerns expressed by, the staff side; and
- (ii) to note that, as explained by Councillor Jackson, the Council were currently examining Public Private Partnerships in respect of the Council's needs and requirements and that any proposal to proceed with the implementation of such an initiative would be subject to full consultation, including the Trade Unions.

REQUEST FOR INCREASED APPRENTICES FOR BUILDING AND WORKS AND TRANSPORTATION SECTIONS

9. There was submitted a letter (circulated) from the Joint Secretary (Trade Unions) which requested the Council to offer more Craft Apprenticeships.

It was agreed:

- (i) to note the issues raised by the staff side on this matter;
- (ii) to note the commitment and positive approach taken by the Council to training and employment through various initiatives include the Skillseekers Scheme and Modern Apprenticeships; and within Building and Works through work placements and reinstatement of its Apprenticeship Scheme; and

- (iii) to note that the employers' side would give consideration to the request from the Joint Secretary that the one apprenticeship place within the Transport Section be reinstated.

SINGLE STATUS UPDATE

- 10. There was submitted a report dated 21 November 2001 (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 terms of the report; and
- (ii) to ask the Head of Personnel to provide further update reports to this Committee.

The meeting terminated at 1502 hrs.

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