

**APPENDIX 3****EAST AYRSHIRE COUNCIL****JOINT CONSULTATIVE COMMITTEE (MANUAL WORKERS AND CRAFTPERSONS)****MINUTES OF MEETING HELD ON FRIDAY 3 MAY 1996 AT 1400 HOURS IN THE MEETING ROOM, LONDON ROAD CENTRE, KILMARNOCK**

**PRESENT:** Councillors Jim O'Neill, Drew McIntyre, Daniel Coffey, Jimmy Carmichael and Tommy Farrell; Hugh Houston and Ian Allen (representing UNISON); James Sloan and Tom O'Brien (representing TGWU); Andrew Wilson, William Young (representing UCATT); David Spelman (representing AEEU); and Frank Minnery, Anthony Foster (representing GMB).

**ALSO PRESENT:** Mike McNichol (STUC).

**ATTENDING:** David Montgomery, Chief Executive; Fiona Lees, Depute Chief Executive; Des Tierney, Director of Commercial Operations; Iain McLachlan, Director of Personnel Services; Bill McKenzie, Senior Depute Director of Commercial Operations; Robin Gourlay, Depute Director of Commercial Operations; and Ian Gemmell, Administrative Officer and Anne Fairbairn, Senior Administrative Assistant.

**APOLOGIES:** Councillors Kathleen Hall, David Sneller and John Smith, and R Robertson (AEEU).

**CHAIR:** Councillor Jim O'Neill, Chair.

**EXCLUSION OF PRESS AND PUBLIC**

1. The Committee resolved, in terms of Section 50(A)(4) of the Local Government (Scotland) Act, 1973, as amended, that 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.

**ALTERATION TO ORDER OF BUSINESS**

The Chair agreed to alter the order of business per the Agenda issued and to consider the items relating to Decentralisation and "One Fund For All" after item 2.

**MINUTES OF PREVIOUS MEETING**

2. There were submitted Minutes (circulated) of the Meeting of 11 March 1996. The following amendments were tabled.

**2.1 “PUTTING THE COMMUNITY FIRST” CONSULTATION DOCUMENT (Item 3.4, Page 793)**

Reported by the Staff Side that the concern expressed under this item had been that decisions of Local Committees could result in variations in levels of service delivery within local areas, and not in changes to terms and conditions, as referred to in the Minute and asked that the Minute be amended accordingly.

**2.2 REMUNERATION FOR SECONDED STAFF (Item 4, Page 794)**

Reported by the Staff Side that the word “normal” be substituted for the word “contracted” on page 3, sub-paragraph (iii).

**2.3 CREDIT UNION FACILITIES (Item 12, Page 796)**

Reported by the Staff Side that this matter had been raised by the Staff Side, and that the Minute of Meeting be amended accordingly.

Otherwise, the terms of the Minute were agreed.

**DECENTRALISATION**

- 3.** The Depute Chief Executive reported on the current position with regard to the appointment of community representatives on Local Committees, under the Council’s decentralisation policy. It was pointed out that each of the Local Committees had been requested to invite local organisations to nominate representatives and that all seven Local Committees had complied with this requirement, with none to date having invited Trades Councils to appoint representatives.

The Chief Executive indicated that any employees of the Council would be eligible for membership of Local Committee, if nominated by an external organisation. It was stressed, however, that the terms of Standing Orders in respect of declaration of interests would require to be observed.

After discussion, the Committee noted that the Staff Side would make known their views on this matter through the Trades Councils.

**“ONE FUND FOR ALL” - PRESENTATION**

- 4.** Mr Mike McNichol of the STUC, gave a presentation on the work of the “One Fund For All” Campaign, which provided assistance to the unemployed, and which was financed by weekly subscriptions from local Trade Union members.

After discussion, the Joint Committee indicated their support in principle for the Campaign including the implementation of the “check off” system for the deduction from wages of subscriptions from employees who wish to support the “One Fund For All” and agreed to recommend the scheme for adoption by the Council.

### **MATTERS ARISING FROM THE MINUTE**

5. The following matters arose from the Minutes.

**5.1 SECONDMENT OF, AND ACCOMMODATION FOR, TRADE UNION REPRESENTATIVES (Item 4, Page 794)**

The Director of Personnel Services reported on the current position regarding the secondment of, and accommodation for, Trade Union representatives.

The Joint Committee noted that the Trade Unions were due to consider shortly the question of electing their representatives for secondment.

**5.2 RATIONALISATION OF CONDITIONS OF SERVICES (Item 20, Page 795)**

The Director of Personnel Services reported that further draft conditions of service would shortly be issued to the Trade Unions for consultation under the overall rationalisation programme.

Noted.

**5.3 CREDIT UNION FACILITIES (Item 12, Page 796)**

The Director of Personnel Services reported that a meeting with the Chair, Vice-Chair and Joint Secretaries regarding the provision of credit union facilities would be arranged shortly.

Noted.

**5.4 EXPENSES FOR TRADE UNION REPRESENTATIVES ATTENDING MEETINGS WITH COUNCIL REPRESENTATIVES**

Prior to considering this item, the Staff Side requested an adjournment.

Upon reconvening, the Staff Side requested that the matter be referred to the Director of Personnel Services for a meeting with Union full-time Officers.

The Joint Committee agreed to accede to the request.

**APPRENTICES (Item 5, Page 774)**

6. There was submitted a copy of a report dated 16 April 1996 (circulated) by the Director of Commercial Operations which had been considered at the Commercial Operations Committee of 30 April 1996, and outlined the current position with regard to the recruitment of Building and Works apprentices in 1996.

Having heard the Director of Commercial Operations in explanation, and following discussion, the Committee agreed to note the Council's proposals for recruitment and that a total of 13 Building and Works apprentices would be employed during the current year. It was confirmed that any discussion on the employment of apprentices should involve all Council services, including Grounds Maintenance, Vehicle Maintenance and Fitters.

**POLICY DOCUMENTATION:  
FACILITIES FOR TRADE UNION INPUT AND CONSULTATIONS**

7. In response to a request from the Trade Unions for consultation on policy documents, the Chair stated that in the interests of consultation, all Committee papers would in future be issued to the seconded Trade Union representatives.

**PROCESSING OF WORK TO COMMERCIAL OPERATIONS DEPARTMENT**

8. Arising out of discussion on the previous item, the Staff side made reference to some issues relating to inter-departmental co-ordination in the processing of work to the Commercial Operations Department.

After discussion, during which it was pointed out that the issues referred to had arisen from Local Government re-organisation, and were being addressed by the Departments concerned, the Committee agreed to note the position meantime.

The Meeting ended at 1455 hours.