

ANNEXATION I**EAST AYRSHIRE COUNCIL****JOINT CONSULTATIVE COMMITTEE (APT&C ETC) STAFF****MINUTES OF MEETING HELD ON THURSDAY 8 JANUARY 1998 AT 1400 HOURS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK**

PRESENT: Councillors Drew McIntyre, Jim O'Neill, Kathleen Hall, David Sneller, Jimmy Boyd and Eric Jackson; Alan Mills, Matt McLaughlin; Arthur West; and Nigel Pimm (representing UNISON); Ian King (APEX) and William Morton (ACTS).

ATTENDING: Fiona Lees, Depute Chief Executive; Iain McLachlan, Director of Personnel Services; Graham Haugh, Depute Director of Personnel Services; and Julie Armstrong, Senior Administrative Officer.

APOLOGIES: Claire Mulhearn and Hugh Melvin (UNISON).

MEMBERSHIP

1. It was noted that the membership for 1998 was as follows:-

COUNCIL SIDE

Councillor Drew McIntyre
Councillor Alan Campbell
Councillor Jim O'Neill
Councillor Kathleen Hall
Councillor David Sneller
Councillor Jimmy Boyd
Councillor Eric Jackson.

STAFF SIDE

Matt McLaughlin (UNISON)
Nigel Pimm (UNISON)
Arthur West (UNISON)
Claire Mulhearn (UNISON)
Hugh Melvin (UNISON)
Alan Mills (UNISON)
William Morton (ACTS)
Ian King (APEX).

APPOINTMENT OF CHAIR

2. The Depute Chief Executive reported that in accordance with rotation arrangements embodied in the Constitution, the Chair of the Joint Consultative Committee for this year was due to be filled by a nomination from the staff side and the Depute Chief Executive then called for nominations.

Nigel Pimm was then nominated for Chair, which he accepted, and thereafter took the Chair.

APPOINTMENT OF VICE-CHAIR

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

Councillor Eric Jackson was nominated for Vice-Chair which he accepted.

EXCLUSION OF PRESS AND PUBLIC

4. The Committee resolved that under Section 50A(4) of the Local Government (Scotland) Act 1973, as amended, the press and public be excluded for 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

5. There were submitted and approved as a correct record, Minutes of the previous meeting held on 22 October 1997 (circulated).

MATTERS ARISING FROM THE MINUTES

- 6.1 TRADE UNION REFORM AND EMPLOYMENT RIGHTS ACT 1993: SECTION 15: DEDUCTION OF TRADE UNION SUBSCRIPTIONS ("CHECK OFF" FACILITIES) (Item 5.2, Page 2779)**

The Director of Personnel Services reported that the position with regard to outstanding mandates had now been resolved.

- 6.2 WORKPLACE NURSERY PROVISION (CRECHE FACILITIES) (Item 5.4, Page 2779)**

The Director of Personnel Services reported, that following a meeting with Trade Union representatives, a joint working party had been established which would involve Trade Union representatives and representatives from various Departments, (principally Education and Social Work), to pursue the issue of provision for child care facilities and that the first meeting of the joint working party was scheduled for Monday 12 January 1998.

- 6.3 PROPOSED SOCIAL CLUB (Item 5.3, Page 2779)**

The Director of Personnel Services reported that a meeting would be arranged in the near future to discuss the possibility of the establishment of an East Ayrshire wide Social Club.

- 6.4 NEW PAYROLL/HR SYSTEM (Item 7, Page 2780)**

The Director of Personnel Services reported that the Human Resource Computer System would be operational during February and it was anticipated that the Payroll Computer System should be operational in May/June.

- 6.5 DECENTRALISATION UPDATE (Item 6, Page 2780)**

The Depute Chief Executive gave a brief report on the current position with regard to Decentralisation.

The Depute Chief Executive primarily made reference to Decentralisation in Local Office provision.

The relocation of Auchinleck Local Office would be finalised on 19 January 1998 and the Bellfield and Patna conversions were underway and work should be completed this financial year.

The Depute Chief Executive also made reference to the new Local Office and Local Library at Kilmaurs which would be operational this calendar year. It was noted that the development of a new Local Office in the New Farm Loch area would take place next financial year.

The Depute Chief Executive finally made reference to the pilot system for the reorganisation of Information and Advice Services at the Civic Centre and that discussion would take place at the Departmental Housing Joint Consultative Meeting next week.

**PROPOSED EMPLOYEE DEVELOPMENT SCHEME (EAST AYRSHIRE
GENERAL EMPLOYEE REVIEW) - EAGER (Item 7, Page 2478)**

7. There was submitted a report dated December 1997 (circulated) by the Director of Personnel Services on the current position concerning discussions with the Trade Unions on the proposed adoption of a Council wide employee development scheme.
- Following discussion, during which both sides agreed with the principle of the introduction of an employee development scheme, it was agreed that:
- (i) the Director of Personnel Services would arrange to meet with the staff side in order to further consider the Scheme; and
 - (ii) that a report on the outcome of discussions be submitted by the Director of Personnel Services to an early meeting of the Personnel Sub-Committee of the Policy and Resources Committee.

PROPOSED REDUNDANCY AND REDEPLOYMENT POLICIES

8. There was submitted a report dated December 1997 (circulated) by the Director of Personnel Services on the current position concerning discussions with the Trade Unions on proposed redundancy and redeployment policies for the Council.
- The Director of Personnel Services reported that the Trade Unions had indicated strong reservations about the principles of the report and therefore no discussion had taken place on the document. This report had therefore been submitted to establish the way forward.
- Following discussion, it was agreed that the Trade Unions would meet with the Director of Personnel Services and the staff side in order to further discuss this matter.

DATE OF NEXT MEETING

9. It was agreed that the date of the next meeting be Wednesday 8 April 1998 at 1400 hours in the Main Meeting Room, Council Headquarters, London Road, Kilmarnock.

The meeting terminated at 1455 hours.