

ANNEXATION II

EAST AYRSHIRE COUNCIL

**JOINT CONSULTATIVE COMMITTEE FOR MANUAL WORKERS
AND CRAFT PERSONS**

**MINUTES OF MEETING HELD ON MONDAY 9 FEBRUARY 1998 AT 1300 HOURS
IN THE COUNCIL CHAMBERS, CIVIC CENTRE, KILMARNOCK**

PRESENT: Councillors Jim O'Neill, Drew McIntyre, Kathleen Hall, Daniel Coffey, David Sneller, Jimmy Carmichael and Eric Jackson; Frank Minnery (Joint Secretary), Tom O'Brien, Robert Miller (representing TGWU), David Hunter and Andrew Wilson (representing UCAT), Ian Allen and Hugh Houston (representing UNISON), Ross Bailey and Robert Robertson (representing AEEU) and Anthony Foster (representing GMB)

ATTENDING: David Montgomery, Chief Executive; Fiona Lees, Depute Chief Executive; Iain McLachlan, Director of Personnel Services; Des Tierney, Director of Commercial Operations; William McKenzie, Senior Depute Director, Commercial Operations; Robin Gourlay, Depute Director of Commercial Operations; Ian Rennie, Payments Manager, Finance Department; Julie Armstrong, Senior Administrative Officer and Anne Fairbairn, Administrative Officer.

ALSO ATTENDING: Harry O'Neill (TGWU) and Ian King (GMB).

APOLOGY: Councillor Tommy Farrell.

APPOINTMENT OF CHAIR

1. The 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 nomination from the manual side and the Chief Executive then called for nominations.

Tom O'Brien was then nominated for Chair, which he accepted, and thereafter, took the Chair.

APPOINTMENT OF VICE-CHAIR

2. 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 nomination from the Council side and he then called for nominations. Councillor Jim O'Neill was nominated for Vice-Chair which he accepted.

**MEMBERSHIP TO THE JCC (MANUAL WORKERS AND CRAFT PERSONS)
FOR 1998**

3. It was noted that the membership of the JCC (Manual Workers and Craftpersons) for 1998 was as follows:-

Council Side

Councillor Jim O'Neill
 Councillor Drew McIntyre
 Councillor Kathleen Hall
 Councillor Daniel Coffey
 Councillor David Sneller
 Councillor Jimmy Carmichael
 Councillor Eric Jackson
 Councillor Tommy Farrell

Manual Workers and Craftpersons

Mr A Wilson (UCATT)
 Mr David Hunter (UCATT)
 Mr A Foster (GMB)
 Mr F Minnery (GMB)
 Mr R Robertson (AEEU)
 Mr R Baillie (AEEU)
 Mr T O'Brien (TGWU)
 Mr R Miller (TGWU)
 Mr I Allan (UNISON)
 Mr H Houston (UNISON)

TIMETABLE OF FUTURE MEETINGS

4. There was submitted a report dated 2 February 1998 by the Director of Support Services which sought approval for the dates and times of future meetings for 1998.

It was agreed:-

- (i) future meetings would be as follows:

<u>Date</u>	<u>Time</u>	<u>Venue</u>
5 May 1998	1400 hours	Main Meeting Room, Council Headquarters
15 September 1998	1400 hours	Main Meeting Room, Council Headquarters
8 December 1998	1400 hours	Main Meeting Room, Council Headquarters; and

- (ii) that pre-meetings would take place in Meeting Room 1 at 1330 hours for the Employee's side and at the same time in the Main Meeting Room for Members on each of the dates listed above.

EXCLUSION OF PRESS AND PUBLIC

5. The Committee resolved that under of 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 7 A of the Act.

MINUTES OF PREVIOUS MEETING OF 30 OCTOBER 1997

6. There were submitted and noted the minutes (circulated) of the previous meeting of 30 October 1997 noted that at Item 1, paragraph 2 reference to Billy Parker should read William Young.

MATTERS ARISING

7.1 PROPOSED SOCIAL CLUB (Item 5.4, Page 2783)

The Director of Personnel Services reported that a meeting had been held with Trade Union Convenors to progress the proposal to establish an East Ayrshire wide social club and that a further progress report would be submitted to the next meeting.

7.2 CHRISTMAS/NEW YEAR HOLIDAY ARRANGEMENTS 1997/98 - PAYMENT OF WAGES (Item 7, Page 2783)

The Union side raised concerns regarding the payment of wages at Christmas time particularly in the Roads Section of the Commercial Operations Department.

It was agreed:-

- (i) that a Joint Working Group be established to look at the payment arrangements for the Christmas/New Year period;
- (ii) that an early meeting be convened to identify issues and set out proposals for the future;
- (iii) that Commercial Operations Department take the lead role in the Working Group; and
- (iv) that the Finance Department be invited to participate.

7.3 ONE FUND FOR ALL - KILMARNOCK UNEMPLOYED WORKERS RESOURCE AND EDUCATION CENTRE (Item 10, Page 2784)

The Employee side expressed concern regarding consultation with the Trade Unions over the Kilmarnock Unemployed Workers Resource and Education Centre.

The Committee then heard that at the Policy and Resources Committee held on 29 January 1998 it was agreed, following discussion with the STUC, to request East Ayrshire Employment Initiative to consider the provision of a support network for the unemployed of East Ayrshire throughout East Ayrshire and that the Director of Personnel Services had been asked to liaise with the Centre and the Citizens Advice Bureau regarding the appointment of staff to the new expanded service.

DECENTRALISATION UPDATE (Item 6, Page 2783)

8. There was submitted a verbal report by the Depute Chief Executive who advised the meeting that:-

- (i) the ninth round of Community Forums were currently taking place and would end on 18 February 1998; and
- (ii) in relation to the Local Office programme
 - (i) work was currently taking place in Bellfield, Patna and Greenholm Street, Kilmarnock;
 - (ii) the Auchinleck Local Office had now relocated to its new premises; and
 - (iii) the New Farm Loch Local Office would open in the new financial year.

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

9. There was submitted a report dated December 1997 (circulated) by the Director of Personnel Services which advised of the current position concerning discussions with the Trade Unions on the proposed adoption of a Council Wide Employee Development Scheme.

Following discussion when the Union side expressed reservations regarding the principals of the scheme and voiced concern that EAGER cut across Single Status and Best Value. It was agreed that discussion take place with the Director of Personnel Services on a joint basis with representatives from the JCC APT&C and a report be submitted to a future meeting.

PROPOSED REDUNDANCY AND REDEPLOYMENT POLICIES

10. 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 of the Council.

The Director of Personnel Services reported that the Trade Unions had indicated strong reservations about the principals of the report and no discussions had taken place on the document.

Following an exchange of views It was agreed that further discussions take place with the Director of Personnel Services and the Trade Unions to discuss the matter and a report be submitted to a future meeting.

ISSUE OF PROTECTIVE CLOTHING

11. There was submitted a letter dated 7 January 1998 from the Joint Secretary Manual Workers and Craftpersons which advised that over the past year changes within the responsibilities of the supply and issue of protective clothing, had resulted in an unnecessary delay in protective clothing being provided to operatives in a number of services.

Following discussion it was agreed:-

- (i) that reports be submitted to future meetings of this Committee and the Commercial Operations Committee by the Director of Commercial Operations on the issues raised by the Trade Unions side and suggesting a mechanism to ensure problems did not re-occur; and
- (ii) that the question of protective clothing being supplied for home helps be raised by the Trade Unions and that this be included in with the Director of Social Work under the Home Care Review.

Councillors Carmichael and McIntyre left during discussion of the above item.

The meeting terminated at 1405 hours.