

ANNEXATION II**EAST AYRSHIRE COUNCIL****JOINT CONSULTATIVE COMMITTEE FOR MANUAL WORKERS AND CRAFT PERSONS****MINUTES OF MEETING HELD ON WEDNESDAY 14 OCTOBER 1998 AT 1410 HOURS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK**

PRESENT: Councillors Jim O'Neill, Kathleen Hall, Daniel Coffey, David Sneller, Thomas Farrell and Eric Jackson; William Haddon and David Spelman (representing AEEU); William Cree and Andrew Zaisluik (representing TGWU); A Foster and Frank Minnery (representing GMB); Andrew Wilson (representing UCATT) and Hugh Houston (representing UNISON).

ATTENDING: David Montgomery, Chief Executive; Bill Taylor, Acting Director of Commercial Operations; John Hillis, Director of Housing; Alan McKnight, Depute Director of Housing (Policy and Strategy); Graham Haugh, Depute Director of Personnel Services; Kate McVey, Head of Legal Services; Ian Rennie, Payments Manager, Finance Department and Robert Beaton, Administrative Officer.

ALSO ATTENDING: Harry O'Neill (TGWU) and Brian Docherty (AEEU).

APOLOGIES: Councillors James Carmichael and Drew McIntyre; Ian Allan (UNISON) and David Hunter (UCATT).

CHAIR: Councillor Jim O'Neill was appointed to the Chair for items 1 and 2; David Spelman (Chair), remaining items.

CHANGES TO MEMBERSHIP OF THE JOINT CONSULTATIVE COMMITTEE

1. There was submitted a report (circulated) by the Joint Secretaries which advised of changes to membership since the last meeting of 5 May 1998.

It was agreed to note the changes to the membership of the Joint Consultative Committee as follows:-

<u>Union</u>	<u>Former Representative</u>	<u>New Representative</u>
AEEU	Ross Baillie	David Spelman
AEEU	Ronnie Robertson	William Haddon
TGWU	Tom O'Brien	William Cree

It was further agreed to note that William Haddon had been appointed as a substitute replacement and that the trade union side would advise on the permanent replacement prior to the next meeting.

RESIGNATION OF CHAIR

2. There was submitted a report (circulated) by the Joint Secretaries which advised of the resignation of the Chair, Tom O'Brien.

It was agreed:-

- (i) to accept Mr O'Brien's resignation as Chair;

- (ii) that the Joint Secretaries formerly convey to Mr O'Brien, the Committee's appreciation for his services; and
- (iii) that Mr David Spelman be appointed to the Chair.

EXCLUSION OF PRESS AND PUBLIC

3. The Committee 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 OF 5 MAY 1998

4. There was submitted and noted the minutes (circulated) of the previous meeting of 5 May 1998.

MATTERS ARISING FROM MINUTES OF PREVIOUS MEETING OF 5 MAY 1998

5. There was submitted a report dated 1 October 1998 (circulated) by the Joint Secretaries which provided up-date information on matters arising from the minutes of the previous meeting.

It was agreed:-

- (i) that the Director of Personnel Services liaise with appropriate Trade Unions to develop corporate guidelines for the provision of protective clothing in consultation with Heads of Departments and Trade Unions;
- (ii) to note that the Trade Union side had agreed to delegate authority to their Chair and Secretary to finalise discussions with the Director of Personnel Services on a response to the proposed Employee Development Scheme (EAGER) which could be recommended to the Personnel and Property Sub-Committee of the Policy and Resources Committee by no later than their meeting on 19 January 1999;
- (iii) that the Director of Personnel Services arrange a meeting to re-commence discussions with the Trade Unions side on the New Deal (East Ayrshire Employment Initiative) in early November;
- (iv) to note that in terms of the Christmas/New Year holiday arrangements - payment of wages, discussions had been held between the Director of Finance, Director of Personnel Services and Trade Unions and an agreement reached on 2 weeks pay being paid on 4 December 1998 with normal weekly payments commencing on 7 January 1999;
- (vi) to note that in relation to the deduction of rent and council tax at source, discussions had been held between the Director of Finance, Director of Personnel Services and Trade Unions and agreement met on a method of deducting rent and council tax at source on the basis of 1/52 of required payments; and
- (vii) to otherwise, note the contents of the report.

SCOTLAND'S HEALTH AT WORK SCHEME

6. There was submitted a report (circulated) by the Director of Personnel Services which provided an up-date on the Council's continued participation in the Scotland's Health at Work Scheme.

It was agreed:-

- (i) that the Director of Personnel Services consider publicising the Council's continued participation in the Scotland's Health at Work Scheme in employee payslips; and
- (iii) otherwise to note the contents of the report.

PUBLIC FINANCE INITIATIVE PRESENTATION - HOUSING PARTNERSHIPS

7. The Depute Director of Housing (Policy and Strategy) gave a presentation on the East Ayrshire Housing Partnership and outlined the various agencies represented on the Partnership, explained the funding arrangements and the timescales involved for the building of 481 housing units.

After discussion and having noted the Trade Union side's opposition in principle to PFI it was agreed:-

- (i) that the Director of Personnel Services clarify if employees of the company set up by the East Ayrshire Partnership could make contributions to the Local Government Pension Scheme and report back to the next meeting; and
- (ii) to otherwise note the presentation.

COLLECTIVE BARGAINING - CONSULTATION WITH TRADE UNIONS

8. There was submitted a report dated 5 October 1998 (circulated) by the Joint Secretary seeking confirmation from the employers side that Collective Bargaining Procedures were being followed by Departments of the Council.

It was agreed that the Director of Personnel Services circulate a reminder to Directors and Head of Departments of the Council's procedures relating to Collective Bargaining issues.

CORPORATE PLAN 1997/99

9. There was submitted a report dated 7 October 1998 (circulated) by the Chief Executive which provided employee representatives with an opportunity to discuss the Council's Corporate Plan.

It was agreed:-

- (i) that the Trade Union side would submit a response on the Corporate Plan by 31 December 1998; and
- (ii) to otherwise note the contents of the report.

DECENTRALISATION UP-DATE

10. The Chief Executive outlined that a Consultation Panel had been appointed to make an input to the review of the Decentralisation Scheme, that arrangements to hold an annual seminar for community representatives were underway and advised that new local offices had been provided for the communities of Bellfield, Riccarton, Patna and

Kilmaurs, with a refurbished office being opened in Stewarton. In relation to the community of Crosshouse, an investigating panel were considering the options for the location of a new local office. In response to concerns about security, a safety audit had been carried out on all local offices and that currently, local offices had a full staffing complement. With regard to the proposed New Farm Loch local office, the Chief Executive indicated that adaptation works had been delayed and that a start would be made towards the end of the current financial year.

It was agreed to note the verbal report.

DATE OF NEXT MEETING

11. It was noted that the next meeting would take place on Tuesday 8 December 1998 at 1400 hours in the Meeting Room, Council Headquarters, London Road, Kilmarnock, that a pre-meeting would take place in Meeting Room 1 at 1330 hours for the Members side and at the same time in the Meeting Room for the Employee's side.

The meeting terminated at 1456 hours.