

Social Services JCC Meeting

Monday 3rd February 2015

Sirhowy Room Ty Penallta

Attendees:

David Street, Corporate Director Social Services (Chair)
Donna Hutton, UNISON Regional Officer
Jo Williams, Assistant Director Adult Services
Gareth Jenkins Assistant Director Childrens Services
Mike Jones, Interim Finance Manager
Shaun Watkins, Interim HR Manager
Gary Enright, Branch Secretary, Unison
Neil Funnell Branch Secretary, GMB
Terry Bendle, GMB Representative
Andrea Hazlewood, Minutes

Apologies:

Dave Bezzina, UNISON Regional Representative
Juan Roberts Garcia, Unison

Agenda Item No	Issue	Action
1	Welcome & Apologies DS welcomed everyone to the meeting introductions were made & apologies were noted as above.	
2	Minutes of meeting held on 13TH October 2014 The minutes of meeting held on 13 th October '14 were read & agreed as an accurate record.	
3	Matters Arising There were no matters arising.	
4	Ethical Care Charter – Guests – Donna Hutton UNISON Regional Officer DH provided an overview of the Ethical Care Charter which is a key campaign area for Unison. Meetings have already been held with independent sector providers and DS, Unison are very keen for Caerphilly to be the first Local Authority in Wales to sign up to the charter. Unison have also met with Mark Drakeford who affirmed Welsh Government's support . There are already 8 councils in England committed to the charter and one in North Wales has indicated they could be ready to sign up in the summer.	

	<p>The charter consists of 12 parts. Signing up doesn't mean you have to achieve all 12 aspects now as it is aspirational setting a direction of travel. There is no set timeline to meet the requirements within the charter. Unison acknowledges that there would need to be links to contracts and procurement process, as the main issue identified by providers is the payment of the living wage. It is also accepted that this would need to be seen in the context of the authorities' medium term financial plan as there will be a significant financial impact. It was suggested that monitoring on the implementation of the charter would be jointly done and appropriate pressure put on WG to enable the charter to be fulfilled.</p> <p>Unison also advised that high on the Governments' agenda is Dignity in Care which links to the recent Older Persons report "A place to call home".</p> <p>DS to take Ethical Charter to PDM as any decision is one that full council would have to make.</p> <p>Unison to meet with external providers on the 23rd March 2015.</p>	DS/GE
5	<p>Medium Term Financial Plan</p> <p>Previous e-mail received from Unison stating they were largely endorsing current MTFP proposals with requests for further information on a few aspects.</p> <p>DS informed the meeting that savings proposals of 10%, 15% and 20% were being developed for 16/17 and 17/18 we would be looking at least 3.5M per year. Scrutiny Task & Finish groups will be established to discuss some of the proposals, including the potential impact this may have on the workforce. UNISON requested to be involved in early discussions with regards to savings being made in particular service areas. All acknowledged the need for a more flexible workforce in the future and need to work with existing policies to achieve required savings.</p> <p>GE advised that Corporate JCC terms of reference were being revised to focus on need to work together given the difficult times ahead.</p> <ul style="list-style-type: none"> ▪ GJ to discuss specific savings proposals with GE in respect of Children's Services and any potential impact on any other staff. ▪ GJ to complete EIA 	GJ
6	<p>Workforce Development</p> <p>Deferred.</p>	

7	<p>Social Services & Well Being (Wales) Act 2014</p> <p>Consultation is currently on going. The training budget has been top sliced nationally by 15% to provide training on the act. Training to be provides to senior managers front line staff, elected members and trade unions.</p> <p>The Act may raise additional anxieties for staff as timing correlates with MTFP proposals. Implementation of the Act will be a significant culture change for both staff and the public.</p>	
8	Any Other Business	
	<p>Retirement Seminars –Unison are planning a number of free seminars for staff. All agree to promote attendance.</p>	
	<p>Sleeping in judgement and links to potential payments for annual leave was also raised as an issue for all providers . DH advised that cases must be seen individually as not all are eligible out of 54 cases she has seen only 1 is progressing.</p> <p>DS to provide GE with a copy of e-mail received from Unison regarding sleepin.</p> <p>Unison to meet with external providers on the 23rd March 2015</p>	