

CAERPHILLY COUNTY BOROUGH COUNCIL

CORPORATE JOINT CONSULTATIVE COMMITTEE

MINUTES OF THE MEETING HELD AT THE COUNCIL OFFICES, TREDOMEN ON WEDNESDAY, 14TH JANUARY 2004 AT 2.00 P.M.

PRESENT:

B. Barrowman - Chairman
Councillor A.J. Pritchard - Vice-Chairman

Councillors:

R.W. Gough, K.P. Viney, L. Whittle

Together with:

S. Rosser (Deputy Chief Executive), J. Wakley (Head of Personnel), J. Powell (Personnel Manager - Employee Services), R. Gough (Personnel Manager - Standards & Development), B. Hopkins (Head of Planning & Strategy - Education), J. Hold (Acting Assistant Director of Social Services - Resources & Performance) and D. Phillips (Committee Services Officer)

Trade Union Representatives:

J. Reece (UCATT), Mrs P. Baldwin, E. Gibbs and L. McInnes (UNISON), C. Vickers (NASUWT), A. Jones (TGWU), P. Jones (AMICUS)

APOLOGIES

Apologies for absence were received from Councillors P. Bevan, C.P. Mann and Mrs E.E. Holland and Ms P. Davies JP, (TGWU), M. Payne (GMB) and S. Davies (SHA).

1 DECLARATIONS OF INTEREST

There were no declarations of interest made during the course of the meeting.

2 MINUTES

RESOLVED that the following minutes be approved as correct records and signed by the chairman.

Minutes of the meeting of the Joint Consultative Committee held on 8th October 2003.

3 MATTERS ARISING

- (a) **Minute no 3(a) Education Teachers JCC** – Mr Wakley (Head of Personnel) indicated that he had recently received a legal opinion on this matter and would prepare a report for the next meeting.

- (b) **Minute no 7(a) Unlock the Potential Roadshow** - Mrs Baldwin (UNISON) reported that no contact had been made regarding her concerns raised at the previous meeting and Mr Wakley indicated that he would investigate the matter further.

4 MINUTES OF DIRECTORATE JOINT CONSULTATIVE COMMITTEES

(a) **Directorate of Social Services**

The committee received the minutes of the meeting of the Directorate of Social Services held on Monday 8th December 2003 and during consideration, the following matter were raised:-

Pay Scale – Home Carers (10)

The committee were informed that following receipt of a letter from Leo Abse & Co Solicitors, regarding the walking time for home carers, a meeting would be arranged with officers from UNISON, GMB and officers from the social services directorate.

(b) **Teaching Joint Consultative Committee**

The committee received the minutes of the meeting of the Teaching Joint Consultative Committee held on Wednesday 3rd December 2003 and during consideration, the following matter was raised:-

Criminal Records Bureau (5)

Mr Wakley indicated that a review of internal procedures will need to be undertaken following any recommendations arising from the current enquiry which has been set up to look at matters emanating from the recent Soham murder trail.

(c) **Support Staff Associations Joint Consultative Committee**

The committee received the minutes of the meeting of the Support Staff Associations Joint Consultative Committee held on Thursday 4th December 2003 and during consideration, the following matter was raised:-

Closure of Bedwelty Comprehensive School and Protection of Staff Hours (7)

It was noted that a meeting had been arranged for Friday 16th January to discuss the protection of staff hours in the canteen.

5. PENSION REGULATIONS

Mr Wakley outlined details of a consultation on amendments to the pension regulations. There are two separate changes that are the subject of consultation:-

April 2004 – technical changes that primarily affect the Superannuation Fund and a change to the ill-health retirement certification and review arrangements.

April 2005 – more fundamental changes affecting current and new members of the fund.

Mr Wakley reported that one proposal for April 2004 is to change the present definition of 'permanently unfit' until the age of 65 and allow the Occupational Health Advisor to certify that "with all likelihood" a person will remain 'permanently unfit' until that age. This decision will be reviewed every five years or shorter until the employee reaches the age of 65.

Detailed proposals on the workings of this proposal are still awaited.

Changes from April 2005 are at a pre-consultation stage and actual proposals will not be seen until Spring 2004. A letter attached as an appendix to the report from Torfaen County Borough summaries the proposals.

Mr Wakley made reference to the proposals to remove the '85 year rule' and increasing the earliest age of which LGPS benefits may be paid, other than on the grounds of ill-health, from 50 to 55.

Mr Wakley stressed the importance of consultation on these major issues and the manner in which they would be communicated to staff.

Mrs Baldwin (UNISON) indicated that she would forward any information received from her Trade Union to Mr Wakley.

6. PROPOSED CORPORATE E-MAIL POLICY

A copy of the e-mail policy was presented. It was noted that the items raised by UNISON had now been addressed and incorporated in the document.

The document has been presented to the Policy and Resources Scrutiny Committee and will be presented to a future meeting of Cabinet for endorsement.

7. 2004 PAY NEGOTIATIONS

The report on the 2004 Pay Negotiations was noted. It was noted that although no formal staff Side claim had yet been submitted more information should be available after a meeting scheduled for 29th January 2004.

8. INITIAL FINDINGS OF STAFF SURVEY

The Committee received a document outlining the initial results of a Staff Survey conducted in 2003. A total of 1811 forms were returned giving a 36% response rate. Mr Wakley explained that the report circulated summarised the results and a fuller document is available to Branch Secretaries if required.

Mr Wakley outlined examples of the responses to the Committee. He reported that a more detailed analysis will provide specific information on Directorates, Male/Female, grade of employee, length of service etc.

The importance of planning actions to address issues identified was discussed and it was noted that a report on the findings and action plans will be presented to the Human Resources Strategy Group and Corporate Management Team.

It is intended that the survey will be conducted on a regular basis and that school based staff are involved in a similar exercise.

9. MATTERS RAISED BY TRADE UNIONS - LGPS

It was noted that this item had been dealt with earlier in the meeting.

The meeting closed at 3.00 p.m.

CHAIRMAN