

CAERPHILLY COUNTY BOROUGH COUNCIL

CORPORATE JOINT CONSULTATIVE COMMITTEE

MINUTES OF THE MEETING HELD AT THE COUNCIL OFFICES, TREDOMEN ON WEDNESDAY, 7TH APRIL 2004 AT 2.00 P.M.

PRESENT:

Councillor A.J. Pritchard - Vice-Chairman in the Chair

Councillors:

P.J. Bevan, Mrs E.E. Holland, K.P. Viney and L.G. Whittle

Together with:

D. Hopkins (Director of Education and Leisure), J. Wakley (Head of Personnel), J. Powell (Personnel Manager - Employee Services), R. Gough (Personnel Manager - Standards and Development), J. Hold (Acting Assistant Director of Social Services - Resourcing and Performance), D. Thomas (Personnel Manager) and Mrs K. Wall (Committee Services Officer)

Trade Union Representatives

J. Reece (UCATT), Mrs P. Baldwin (UNISON), C. Vickers (NASUWT), A. Jones (TGWU), E. Gibbs (UNISON) and M. Payne (GMB)

APOLOGIES

Apologies for absence were received from Councillors Mrs J.A. Pritchard and R. Gough, S. Rosser (Deputy Chief Executive) and B. Barrowman (Chairman).

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 a correct record and signed by the Chairman.

Minutes of the last meeting of the Joint Consultative Committee held on 14th January 2004.

3. MATTERS ARISING

- (a) **Minute no 3(a) – Education Teachers JCC** – Mr Wakley (Head of Personnel) indicated that the legal opinion in respect of UNISON's concerns that there were different approaches being taken in the granting of enhancements between school and non school staff, had now been received. A draft report had been prepared but now needed revision in view of a recent report received from the council's External Auditors. A further report would therefore be submitted to the next meeting of the Committee.

- (b) **Minute no 4(a) - Pay Scales – Home Carers** - at the last meeting, it was reported that a letter had been received from Leo Abse & Co Solicitors regarding the walking time for home carers and that meetings would be arranged with officers from UNISON, GMB and Officers from the Social Services Directorate to clarify the situation. Mr Wakley reported that meetings had now been held and that he was awaiting a modified proposal from Ms Schofield (Service Manager – Resourcing and Performance) that would hopefully resolve the issues raised.

Mrs Baldwin (UNISON) reported that a recent meeting with home carers had been postponed and she expressed her concern that it did not appear that the issue was being progressed.

In view of the conflicting comments made, Mr Hold (Acting Assistant Director – Resourcing and Performance) agreed to investigate the matter and to provide an update at the next meeting.

- (c) **Minute no 6 - Corporate E-Mail Policy** - it was noted that the council's Corporate E-mail Policy was now in operation.

4. MINUTES OF DIRECTORATE JOINT CONSULTATIVE COMMITTEES

(a) **Teaching Joint Consultative Committee**

The Committee received and noted the minutes of the meeting of the Teaching Joint Consultative Committee held on 4th March 2004 and during consideration, the following matters were raised:-

Min No 9 – Any Other Business – Workforce Remodelling

Mrs Baldwin (UNISON) mentioned meetings the Trade Unions had held with Mr Hogan regarding workforce remodelling and she commented on Mr Hogan's helpful manner. However, she also reported that she had held meetings with Support Staff at a number of locations where several Headteachers had expressed their concern that they had not received funding to implement the workforce remodelling proposals.

Mr Hopkins confirmed that all schools had received an identified sum of money in their budgets for workforce remodelling. However, he agreed to ask Mr Hogan to revisit the issue with Headteachers and to speak to Mrs Baldwin about the specific cases referred to at the meeting.

(b) **Directorate of the Environment Joint Consultative Committee**

Copies of the minutes of the meeting of the Directorate of the Environment Joint Consultative

Committee meeting held on 17th March 2004 were circulated at the meeting and during discussion, the following issues were raised:-

Minute no 4 – Inclement Weather

Several Trade Union representatives referred to the apparent inconsistent way in which the Inclement Weather policy had been applied across Directorates during the recent incidents of inclement weather. Reference was also made to the fact that many of the DLO staff were 'stuck in their depots' when they would have been willing to clear paths at residential homes etc and the need to develop a list of priority activities in such situations was highlighted. In addition, the need to acknowledge and reward staff who had undertaken duties over and above their normal jobs was mentioned.

The Chairman reported that the Human Resources Strategy Group had recently discussed all these issues and had acknowledged that the Increment Weather Policy needed to be reviewed. He indicated that the matter was to be further discussed at the next meeting of the Group and he stated that he would welcome any comments and input from members of the Committee.

Minute no 7 – Bonus Review

A Trade Union member referred to an inaccuracy in the wording of paragraph 7.1 under this minute heading and it was noted that this would need to be corrected at the next meeting of the Directorate of the Environment JCC.

5. PAY NEGOTIATIONS 2004

Consideration was given to the National Employers' Consultation document that had been included in the agenda papers, which detailed the components of a possible three-year pay deal.

Mr Wakley drew attention to page 12 of the document that posed a series of questions and reported that the council had responded in supporting all the statements with the exception of the one relating to annual equal pay audits. The council had fully endorsed the principle but had questioned the practicality of undertaking a full audit every year and as an alternative had suggested a full audit every two years with a *snapshot* audit on potential risk areas in the intervening year.

It was also noted that on the level of settlement, the council had not commented on the settlement level for the three years, but had indicated a pragmatic settlement at 2½ % for 2004/2005.

Mr Payne (GMB) reported that nationally, the three main Trade Unions had rejected the Employers' proposals for a 7% increase over a three-year period as they felt that the offer did not meet the aspirations of their members.

The Committee noted the information provided.

6. TUPE PLUS AGREEMENT

It was noted that this item had been tabled by representatives of the GMB as an example of an agreement that went beyond the provisions of TUPE and sought to safeguard the position of employees who might be affected by a transfer. A copy of the TUPE Plus Agreement introduced by Sandwell Metropolitan Borough Council had been included in the agenda papers and Mr Wakley reported that the issue would now be referred to the Human Resources Strategy Group for further consideration in respect of the legal issues associated with the agreement. Following this a meeting would be convened with the Trade Unions to discuss the issue in more detail.

7. JOB EVALUATION

Mr Wakley reported on a joint Trade Union/Officer meeting held on 9th March to provide an update on the Cabinet decision regarding job evaluation and to discuss the key issues arising from this decision.

He reported that the meeting had been very constructive and he indicated that detailed briefing sessions on application of the Greater London Job Evaluation Scheme would now be arranged for Trade Unions and information would be circulated shortly.

He also reported that he had received a letter from Mr Mc Innes (UNISON) regarding the moratorium on ongoing regrading applications. The Human Resources Strategy Group had considered the contents of the letter and had asked for a report on the proposals outlined in Mr Mc Innes' letter to be submitted to its next meeting. Following this a paper outlining the suggested proposals would be circulated to all Trade Unions for comment.

8. PENSIONS UPDATE

An update on the previous proposals for changes to the Pension Regulations had been given to earlier meetings of the Committee. One of the proposals was a change to the definition of 'permanently unfit' and the introduction of a review mechanism of benefits allowed. These changes had been scheduled for introduction in April 2004, but it was reported that it now appeared that introduction had been deferred until April 2005 to coincide with the other changes previously notified.

9. STAFF SURVEY – EMPLOYEE FOCUS GROUPS

It was noted that the initial results from the staff survey had been previously reported to the Committee. Further more detailed analysis was currently being undertaken and it was proposed to arrange a major employee focus group in June to concentrate on the issues raised. More detailed reports would be submitted to the Committee when available.

10. DATE OF NEXT MEETING

It was noted that the next meeting would be held at the Council Offices, Tredomen on Wednesday, 7th July 2004 at 2.00 p.m.

The meeting closed at 3.00 p.m.

Approved as a correct record, and subject to any amendments or corrections agreed and recorded in the minutes of the next appropriate meeting, they were signed by the presiding Chairman.

CHAIRMAN