



CORPORATE JOINT CONSULTATIVE COMMITTEE

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

PRESENT:

Cabinet Members:

Councillors D.T. Davies, D.T. Hardacre, G. Jones, D. Poole, G.R. Price and R. Woodyatt

Together with:

S. Rosser (Deputy Chief Executive), J. Wakley (Head of Personnel), J. Powell (Personnel Manager – Employee Services), B. Hopkins (Head of Planning and Strategy – Education and Leisure Directorate), J. Hold (Acting Assistant Director of Social Services – Resourcing and Performance), G. Wright (Head of Support Services – Directorate of the Environment) and Mrs K. Wall (Committee Services Officer)

Trade Union Representatives:

B. Barrowman (GMB), E. Gibbs (UNISON), A. Jones (TGWU), C. Vickers (NASUWT), I. McInnes (UNISON), P. Jones (AMICUS) and J.T. Toner (TGWU)

APOLOGIES

Apologies for absence were received from Councillors H.A. Andrews, E.K. Griffiths and P.D. Ford, Mrs P. Baldwin (UNISON), N. Blundell (UCATT) and S. Davies (NAHT).

1. APPOINTMENT OF CHAIR AND VICE CHAIR

Councillor G.R. Price was elected as Chair and Mr E. Gibbs (UNISON representative) as Vice Chair for the ensuing year.

2. DECLARATIONS OF INTEREST

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

3. MINUTES

RESOLVED that the following minutes be approved as a correct record and signed by the Chairman.

Minutes of the Corporate Joint Consultative Committee meeting held on 7th April 2004.

4. MATTERS ARISING

- (a) **Minute No 3(a) – Education Teachers JCC – Enhancements for school and non school staff** - Mr Wakley (Head of Personnel) indicated that the legal opinion in respect of UNISON's claim that different approaches had been taken in the granting of enhancements between school and non school based staff had now been received and a draft report had been prepared.

However, reference was made to the recent changes in Pension Regulations and Mr Wakley indicated that the report would now need to be updated to reflect these changes.

- (b) **Minute No 3(b) – Pay Scales – Home Carers** – Mr Hold (Acting Assistant Director of Social Services – Resourcing and Performance) provided an update in respect of issues relating to home carers' pay scales and reported that negotiations were currently taking place with Trade Union representatives regarding the introduction of an inclusive hourly rate.

Several Cabinet members expressed their concern about the apparent lack of progress being made in respect of resolving home carer pay scales. Following discussion, it was therefore agreed that a meeting would be convened as soon as possible with Officers, Trade Union representatives, home carer representatives and Councillors G.R. Price (Chair of the Committee), D.T. Davies (Member of the Committee) and R. Woodyatt (Cabinet Member for Social Services) to discuss the matter further.

- (c) **Minute No 6 – TUPE Plus Agreement** – Mr Wakley reported that legal advice in respect of TUPE Plus agreements had now been received and that he was examining examples of agreements in other local authorities before preparing a report for further consideration and discussion with the Trade Unions.

The Trade Union representatives present welcomed this approach.

5. MINUTES OF DIRECTORATE JOINT CONSULTATIVE COMMITTEES

- (a) **Joint - Teaching Joint Consultative Committee and Support Staff Association Joint Consultative Committee**

The Committee received and noted the minutes of the Joint - Teaching Joint Consultative Committee and Support Staff Association Joint Consultative Committee meeting held on 12th May 2004 and during consideration, the following matter was raised –

Update on Redundancy Situation In Caerphilly (Minute no 13)

Mr Vickers (NASUWT) expressed his concern that it appeared that he had not been informed of recent fixed term contract dismissals and had therefore been unable to represent these members of staff.

Mr Hopkins (Head of Planning and Strategy – Education and Leisure Directorate) noted the comments made and reported that this issue would be discussed at the Teaching Joint Consultative Committee meeting to be held on 14th July.

(b) Support Staff Associations Joint Consultative Committee and Teachers Joint Consultative Committee

The Committee received and noted the minutes of the Support Staff Associations Joint Consultative Committee and Teachers Joint Consultative Committee meeting held on 12th May 2004.

(c) Teaching Joint Consultative Committee

The Committee received and noted the minutes of the Teaching Joint Consultative Committee held on 12th May 2004.

(d) Directorate of the Environment Joint Consultative Committee

The Committee received and noted the minutes of the Directorate of the Environment Joint Consultative Committee meeting held on 16th June 2004.

6. JOB EVALUATION

Mr Powell (Personnel Manager – Employee Services) reported on the ongoing discussions between Officers and Trade Unions regarding job evaluation and indicated that an agreement in principle, had been reached in relation to a number of issues including phasing-in and protection arrangements. However, it was noted that ongoing recent discussions had centred on what scheme would actually be used to undertake the local grading exercise, i.e. the Greater London Employers' Scheme or the National Joint Council Scheme.

As a result of these discussions, it had been agreed to invite Officers and Trade Union representatives from another Council that had taken the decision to introduce the Greater London Scheme as opposed to the National Scheme to speak to Officers and Trade Union representatives from Caerphilly County Borough.

Officers and Trade Unions representatives from the Vale of Glamorgan County Borough Council were therefore invited to a meeting on 29th June 2004.

At that meeting, it was agreed that the Trade Unions would discuss the issues raised and consult with appropriate parties prior to the Joint Consultative Committee meeting on 7th July.

Mr McInnes (UNISON) reported that UNISON and the TGWU unions had now agreed to accept the Greater London Employers' Scheme. He also explained that he had been unable to contact Mike Payne representing the GMB and could not therefore convey that Union's position.

Mr Wakley thanked Mr Mc Innes for the information provided and agreed to contact Mr Payne to ascertain the GMB's views. He also reported that following receipt of these comments, a project timetable could then be finalised for further discussion so that a grading exercise could be implemented as quickly as possible.

7. NATIONAL PAY NEGOTIATIONS

The Committee was informed that both parties to the national pay negotiations were currently consulting on the proposals for settlement as set out in the consultation paper attached to the agenda papers. During consideration, it was noted that a number of pages were missing from the consultation document and it was agreed that a full copy would be circulated to all members.

Mr Wakley drew particular attention to the following proposals:-

- Proposal for a new approach to local pay reviews, with an onus on local employers to bring forward comprehensive proposals for modernised pay and rewards policies in all authorities, including proposals for Part 3 premium rates.
- Local workforce development plans.
- Revised national premium rate provisions and a subsequent joint review of Part 3 of the National Agreement.

He also reported that subject to final confirmation, the Council had indicated its support for the total package and that the Trade Unions had been requested to submit their comments by 9th July.

The Committee noted the information provided.

8. STREET CLEANSING DISPUTE

Mr Wakley provided an update in respect of the street cleansing dispute and reported that a meeting had been held during the previous week with GMB and ACAS to pursue a number of options to resolve the dispute. No conclusion had been reached following this meeting and the GMB had therefore requested a meeting with appropriate Cabinet members. That meeting had been held on 6th July and Officers had agreed to develop options with figures for the union's consideration and then to arrange a further meeting to discuss the final package on offer.

The Committee was informed that Officers were currently working on the proposals and that it was anticipated that the further meeting mentioned above would be held within the next few days.

9. ANY OTHER BUSINESS

(a) Long Service Awards

A question was asked about the progress made in introducing long service awards for Council employees and it was noted that a report was due to be submitted to the Cabinet meeting on 13th July 2004.

10. DATE OF NEXT MEETING

It was noted that the next meeting would be held on 22nd September 2004 at 2.00 p.m.

The meeting closed at 2.45 p.m.

CHAIRMAN