

**CORPORATE JOINT CONSULTATIVE COMMITTEE - 7TH JULY 2004**

**SUBJECT: SUMMARY REPORT ON AGENDA ITEMS**

**REPORT BY: DEPUTY CHIEF EXECUTIVE**

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**1. PURPOSE OF REPORT**

1.1 This report summarises a number of issues listed on the full Corporate Joint Consultative Committee Agenda.

**2. LINKS TO STRATEGY**

2.1 The Joint Consultative Mechanism is part of the People Management Strategy and parts of the report contribute to detailed parts of that strategy.

**3. THE REPORT**

3.1 Detailed below are specific comments in relation to the appropriate agenda items.

**3.2 Agenda Item 6 (a) - Job Evaluation**

3.2.1 Members will be aware of ongoing discussions between officers and Trade Unions relating to the issue of job evaluation.

3.2.2 The previous discussions have resulted in, in principle, agreements being reached in relation to a number of issues including phasing-in and protection arrangements.

3.2.3 The major ongoing recent discussions have centred around what scheme will actually be used to undertake the local grading exercise, i.e. The Greater London Employers' Scheme or the National Joint Council Scheme.

3.2.4 As a consequence of these discussions, it was agreed to invite Officers and Trade Union representatives from another Council who 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 within this Council to give their experiences in relation to why they chose to undertake the Greater London Scheme as opposed as to the National Scheme and also in relation to issues concerned with the implementation of the scheme.

3.2.5 Officers and Trade Union representatives from the Vale of Glamorgan Borough Council were invited to speak to officers and Trade Union representatives from this Council and the meeting took place on Tuesday, 29th June, 2004.

3.2.6 It was agreed that the Trade Unions would discuss the issues raised at the meeting on 29th June, 2004 and would consult with appropriate parties prior to the Joint Consultative Committee on 7th July, 2004.

3.2.7 It was agreed that a further discussion would take place at this meeting where hopefully an agreement could be made regarding the scheme to be used for the local grading review exercise.

3.2.8 If agreement is reached at this meeting as to which scheme is to be used, then a project timetable can be finalised for discussion between Officers and Trade Unions so that the local

grading exercise can be started as quickly as possible.

3.2.9 The views of Members of the Joint Consultative Committee would be welcomed.

### 3.3 **Agenda Item 6 (b) - National Pay Negotiations**

3.3.1 Both parties to the national pay negotiations are consulting on the proposed deal as the best that can be achieved through negotiations.

Attached is the detailed consultation document received from the National Employers.

3.3.2 Apart from the pay award, one significant new element is the requirement for each Council to complete a Local Grading Review by March 2007. The proposed agreement sets out the elements to be included in a local agreement. These issues will be covered under the detailed project plan to be drawn up for Job Evaluation as covered in Agenda Item 6 (a) above.

3.3.3 Subject to final confirmation, the Council has indicated its support for the total package.

3.3.4 Members of the Joint Consultative Committee are asked to note the details of the proposed settlement.

### 3.4 **Agenda Item 6 (c) - Street Cleansing Dispute**

3.4.1 Members of the Joint Consultative Committee will be aware of the current dispute and a verbal update will be given at the meeting.

## 4. **FINANCIAL IMPLICATIONS**

4.1 There are no financial implications.

## 5. **PERSONNEL IMPLICATIONS**

5.1 These are contained within the body of the report.

## 6. **RECOMMENDATIONS**

6.1 It is recommended that consideration be given to the detailed agenda items.

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