



CORPORATE JOINT CONSULTATIVE COMMITTEE

**MINUTES OF THE MEETING HELD AT THE COUNCIL OFFICES, TREDOMEN
ON WEDNESDAY, 22ND SEPTEMBER 2004 AT 2.00 PM**

PRESENT:

Councillor G.R. Price - Chairman
E. Gibbs (UNISON) - Vice-Chairman

Councillors:

H.A. Andrews, D.T. Davies, D. Poole and R. Woodyatt

Together with:

S. Rosser (Deputy Chief Executive), J. Wakley (Head of Personnel), J. Powell (Personnel Manager – Employee Services), D. Hopkins (Director of Education and Leisure), J. Hold (Acting Assistant Director of Social Services – Resourcing and Performance) and S. Couzens (Head of Building Maintenance).

Trade Union Representatives

B. Barrowman (GMB), a. Jones (TGWU), J. Poole (UCATT), M. Jackson (UNISON), J.T. Toner (TGWU), I. McInnes (UNISO), M. Payne (GMB), and C. Vickers (NASUWT).

APOLOGIES

Apologies for absence were received from Councillors D.T. Hardacre, G. Jones, P. Ford, Mrs. P. Baldwin (UNISON) and G. Wright (Head of Support Services – Directorate of the Environment).

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.

Corporate Joint Consultative Committee meeting held on 7th July, 2004

3. MATTERS ARISING

- (a) **Minute No 4(b) – Pay Scales – Home Carers** – Mr Gough (Personnel Manager – Standards and Development) reported that meetings had been held with nominated Cabinet members, Trade Union representatives and home carer representatives in August and September and he indicated that progress was now being made. He also reported that a new payments system was now in place which would be monitored on a monthly basis and that a Carers Forum had also been established.
- (b) **Minute No 4(c) – TUPE Plus Agreement** – Mr Wakley (Head of Personnel) reported that it was anticipated that guidance in respect of TUPE Plus Agreements would be published in October. Following receipt of the guidance, a report would be prepared and circulated to members in advance of the next Committee meeting.
- (c) **Minute No 8 – Street Cleansing Dispute** – Mr Wakley reported that the dispute had been settled using the services of ACAS. In order to avoid a repetition of the argument over what was agreed, it had also been jointly agreed that a formal COT3 Agreement drawn up by ACAS would be used. Originally, it had been hoped that this could be achieved by the Trade Unions signing on the employees' behalf. However, this had not proved possible and it was necessary for individual employees to sign individual agreements. Arrangements were therefore being made for ACAS representatives to visit Depots to explain the Agreement and to obtain the necessary signatures.
- (d) **Minute No 9(a) – Long Service Awards** – It was noted that a report in respect of the introduction of long service awards had been considered and approved by Cabinet at its meeting held on 13th July.

4. MINUTES OF DIRECTORATE JOINT CONSULTATIVE COMMITTEES

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

The Committee received and noted the minutes of the Joint Teaching Joint Consultative Committee (JCC) and Support Staff Associations Joint Consultative Committee (JCC) held on 14th July 2004 were received and noted.

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

Copies of the minutes of the Directorate of the Environment Joint Consultative Committee meeting held on 14th September 2004 were circulated at the meeting and their content was noted.

5. JOB EVALUATION

Mr Powell (Personnel Manager – Employee Services) provided a verbal update on the job evaluation scheme and reported that as part of the process, a joint employer/trade union circular/information sheet providing details of the scheme was being developed for distribution to staff.

Consideration was given to the draft copy of the first information bulletin and Mr Powell reported that the Job Analyst posts had now been filled and that training would be held during the next few weeks.

The Committee noted the information provided.

6. JOINT COUNCIL FOR WALES MEETING – 16TH/17TH SEPTEMBER 2004

Mr Wakley provided a verbal report on the issues discussed at the Joint Council for Wales meeting held on 16th and 17th September.

7. JNC FOR CHIEF OFFICERS – STRESS SURVEY

Mr Wakley reported that the authority was one of five local authorities in Wales participating in the JNC for Chief Officers stress survey. A report on the scheme would be submitted to the next meeting.

8. ANY OTHER BUSINESS

There were no items raised.

9. DATES OF FUTURE MEETINGS

It was agreed that future meetings would be held on a quarterly basis in January, April, July and October.

The meeting closed at 2.45 p.m.

CHAIRMAN