

## **CORPORATE JOINT CONSULTATIVE COMMITTEE – 22ND SEPTEMBER 2004**

**SUBJECT: CORPORATE JOINT CONSULTATIVE COMMITTEE AGENDA ITEMS**

**REPORT BY: DEPUTY CHIEF EXECUTIVE**

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### **1. PURPOSE OF REPORT**

- 1.1 This report summarises the report items contained in the Joint Consultative Committee Agenda for 22nd September, 2004.

### **2. THE REPORT**

#### **2.1 Agenda Item 4 (a) - Home Carers**

- 2.1.1 As agreed in the last Joint Consultative Committee, a meeting was held between officers, Trade Union representatives and Members, to explore the current situation. Since that time, further discussions have taken place. A number of alternative proposals have been made and once discussions with the Trade Unions are complete, a report will be considered by Corporate Management Team and then Cabinet.

#### **2.2 Agenda item 4 (b) - Street Cleansing Dispute**

- 2.2.1 The dispute was settled using the auspices of ACAS. In order to avoid a repetition of the argument over what was agreed, it has been jointly agreed that a formal COT3 Agreement drawn up by ACAS would be used. Originally, it was hoped that this could be achieved by the Trade Union signing on the employees' behalf. This has not proved possible and individual employees will have to sign individual agreements. Arrangements are being made for the ACAS representative to be present at the Depots to explain the Agreement and to obtain the necessary signatures.

#### **2.3 Agenda Item 4 (c) - Long Service Awards**

- 2.3.1 The Cabinet have approved the report with the award set at £250.00 for 25 years' service. The Members also indicated that they would wish to have some form of ceremony and the logistics of this are currently being explored. The main issue is the identification of those employees eligible for the award. Work has been undertaken to identify the employees and two problems have arisen.
- (i) Whilst we hold continuous service dates, these do not differentiate between local government service and service with constituent Authorities. It is therefore proving necessary to manually check in excess of 600 files.
  - (ii) Some of the continuous service dates are incorrect and as a result, employees could be missed.
- 2.3.2 In order to overcome these problems, in addition to the checking outlined in (i) above, we will be sending a 'flyer' to all employees asking them to contact us if they feel they meet the

criteria. Secondly, it is the intention to send a copy of the data we hold on employees to them, asking them to confirm or amend the details we hold. This is part of an exercise we would have to do as part of the work associated with replacing the current Payroll/Personnel System.

#### **2.4 Agenda Item 6 (a) - Job Evaluation**

2.4.1 A further meeting with Trade Union representatives is scheduled for 20th September, 2004 and a verbal update will be given to the meeting. However, part of the approach is Joint Employer/Trade Union communications with the workforce. Attached for information is a draft of the first Circular.

#### **2.5 Agenda Item 6 (b) - Joint Council for Wales Meeting - 16th/17th September, 2004**

2.5.1 A meeting of the above Joint Employer/Trade Union Forum is to take place on the above dates.

2.5.2 A verbal report on the main items will be given to the Joint Consultative Committee.

#### **2.6 Agenda Item 6 (c) - JNC for Chief Officers - Stress Survey**

2.6.1 We have been asked to participate in a pilot exercise undertaking a Stress Survey among those officers covered by the JNC Agreement. The exercise has been jointly commissioned by the Employers and Trade Unions. The exercise will use a questionnaire and Standards developed by the Health & Safety Executive and these are also in a pilot stage. Once the exercise is complete, we will receive anonymised results relating to Caerphilly. In addition, we can assess if the approach is worthwhile and could be extended across the workforce.

### **3. FINANCIAL IMPLICATIONS**

3.1 There are no direct financial implications contained within this report.

### **4. PERSONNEL IMPLICATIONS**

4.1 These are contained within the individual report items.

### **5. RECOMMENDATIONS**

5.1 It is recommended that the report items set out above be noted.

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