



## **CORPORATE JOINT CONSULTATIVE COMMITTEE**

**MINUTES OF THE MEETING HELD AT THE COUNCIL OFFICES, TREDOMEN  
ON TUESDAY, 2ND MAY 2006 AT 2.00 P.M.**

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**PRESENT:**

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

**Councillors:**

E.K. Griffiths, D.T. Hardacre, G. Jones, D.V. Poole, R. Woodyatt

**Together with:**

S. Rosser (Chief Executive), D. Hopkins (Director of Education and Leisure), R. Webb (Director of the Environment), G. Hardacre (Head of People Management and Development), J. Powell (Personnel Manager - Employee Services), N. Barnett (Director of Corporate Services), A. Heaney (Assistant Director - Resourcing and Performance), S. Couzens (Head of Building Maintenance), H. Morgan (Senior Committee Services Officer)

**Trade Union Representatives**

B. Barrowman (GMB), Mrs. P. Baldwin (UNISON), D. Bezzina (Unison Regional Organiser), M.J. Payne (GMB), C. Vickers (NAS/UWT), P. Jones (AMICUS) and J. Poole (UCATT)

### **APOLOGIES**

Apologies for absence were received from Councillors H.A. Andrews, D.T. Davies, P.D. Ford, J. Howsam (Director of Social Services), K. Evans (Personnel Manager Policy and Performance), N. Blundell (UCATT), Ms. A. Stevens (SHA) and M. Jackson (Trade Union Job Evaluation Co-ordinator).

### **1. DECLARATIONS OF INTEREST**

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

### **2. MINUTES - 24TH JANUARY 2006**

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 24th January 2006 (minute nos. 1 - 12 on page nos. 1 -5).

**3. MATTERS ARISING**

There were no matters arising from the minutes.

**MINUTES OF DIRECTORATE JOINT CONSULTATIVE COMMITTEES**

**4. Minutes of the Education and Leisure Directorate Joint Consultative Committee**

The minutes of the Education and Leisure Directorate Joint Consultative Committee meeting held on 15th February 2006 were received and noted.

**Matter Arising**

**Term Dates (minute no. 3)**

DH referred to ongoing discussions on a regional level and indicated that no agreement has been made on an all Wales level.

**5. Minutes of the Social Services Directorate Joint Consultative Committee**

The minutes of the Social Services Directorate Joint Consultative Committee meeting held on 23rd February 2006 were received and noted.

**Matter Arising**

**Ty Darran (minute no. 4(c))**

Arising from a query as to progress on the development, it was noted that that the tender has been prepared and will be advertised in the OJEC during the next few weeks, with a closing date at the end of July. Consultation will be undertaken after that stage of the process.

**6. Minutes of the Directorate of the Environment Joint Consultative Committee**

The minutes of the meeting of the Directorate of the Environment Joint Consultative Committee held on 5th April 2006 were received and noted.

**7. JOB EVALUATION UPDATE**

Mr. G. Hardacre (Head of People Management and Development) gave an update on the Hay exercise and reported that the re-evaluation of the appeal should be completed late May/early June.

Mr. J. Powell (Personnel Manager - Employee Services) then gave an update on the current position in relation to the GLPC job evaluation scheme and indicated that, with the exception of school based staff (who are the subject of further discussion) 90% of the process has been completed. In relation to school support based staff it was noted that 80 jobs have been identified but that it is for the governing body to determine whether they wish to be included as part of the process.

The Union representatives present indicated that they would wish to see both school support based staff and craft employees as part of the process and with regards to the latter, it was noted that to date three of the five unions have agreed that a pilot scheme be undertaken on a without prejudice basis. Mr. Bezzina (Unison Regional Organiser), indicated that the two who

have not responded were not at the meeting when the issue was originally discussed and that he would ensure they are advised of the proposals.

M. Payne (GMB) pointed out that most schools have signed up to the National Agreement which makes reference to job evaluation and felt that the policy should be implemented. It was noted that the Director of Education has written to the schools detailing the implications if they choose not to participate and that an update on responses received would be given at the next meeting. It was suggested that if necessary, a joint letter from both the county borough and unions be sent

Reference was then made to the proposed pay structure and to the meaningful discussions which have been held with the Trade Unions to date. It was noted that further meetings have been arranged to discuss how this will be taken forward as part of the pay process and to determine the operative date. A similar process is being undertaken with pay modelling issues.

The issue of how the job evaluation exercise and back payments would be funded was raised and the Chief Executive confirmed that provision had been made in the budget for job evaluation but that the issue of back pay was being looked at nationally with the Welsh Local Government Association and the Welsh Assembly Government.

## **8. CONSULTATION BETWEEN TRADE UNIONS AND MANAGEMENT**

It was reported by the Trade Union representatives that consultation between themselves and management is improving.

## **9. MAKING THE CONNECTIONS/COLLABORATIVE WORKING**

The Chief Executive referred to a number of issues discussed by the Connecting South East Wales Board and reported that the shared service bid had been successful in phase 1 and that the next phase would be the submission of an outline business case which is currently being prepared by the commissioning of consultants who will examine the process within each authority and recommend how the process should be taken forward.

He confirmed that the Welsh Local Government Association have yet to appoint a Co-ordinator but anticipated that this would be carried out in the near future.

Following a query in relation to representation, Mr. Rosser confirmed that both he and Councillor Andrews sit on the South East Wales Board. A request was made as to whether Union representatives were able to be present at the meetings as observers or perhaps receive the minutes of the meetings. Mr. Rosser indicated that this is a matter for the Board.

The Trade Union representatives reiterated their commitment to making the connections and stressed the need to ensure that they are involved at the early stages. Mr. Rosser indicated that the Board is looking at strategic collaborate issues and referred to the number of collaborative arrangements which already exist.

## **10. INCLUSION SERVICES - WORKFORCE REMODELLING**

It was noted that the views of the Trade Unions at the last meetings had been taken into account and there had been a series of discussions between the relevant parties. Mr. Vickers (NAS/UWT) indicated that he had not been advised of any meetings which had taken place and would like to be updated on any developments as soon as possible.

**ANY OTHER BUSINESS**

**11. USE OF CONTRACTORS**

Mr. B. Barrowman (GMB) referred to issues which had been brought to his attention in relation to the allocation of contracts and sought details of the criteria used in determining successful tenderers. Mr. Webb indicated that Officers are currently looking at the issue of how tenders are awarded internally and would welcome further discussions on this matter. It was agreed that in view of the concerns raised a meeting between the Director and Trade Union representatives be arranged as soon as possible.

**12. DATE OF NEXT MEETING – 11TH JULY 2006**

It was noted that the quarterly meetings for the remainder of the year had been scheduled for 11th July and 24th October 2006. Special meetings would be convened as and when required.

Approved as a correct record and subject to any amendments or corrections agreed and recorded in the minutes of the meeting held on 11th July 2006 they were signed by the Chairman.

The meeting closed at 3.00 p.m.