

**CAERPHILLY COUNTY BOROUGH COUNCIL**

**DIRECTORATE OF THE ENVIRONMENT**

**JOINT CONSULTATIVE COMMITTEE**

**Record of Decisions/Actions taken at the Meeting held on  
Monday, 24<sup>th</sup> November, 2008**

**Present:**

Anthony O'Sullivan - Director  
Shaun Couzens - Head of Building Maintenance  
Tony White - Refuse & Cleansing Officer  
Richard Ballantine - Principal Personnel Officer

**UNISON Representatives:**

Andy Morton  
Ros Payne

**GMB Representatives:**

No Representative

**TGWU/AMICUS Representative:**

Phillip Jones

**UCATT Representative:**

Jeff Poole

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1.0 **Apologies for Absence**

Apologies for absence were received from:

Bruce Barrowman, GMB  
Leigh Woodland UNISON  
Brian May T&G  
Mark S Williams, Head of Public Services

2.0 **Minutes of Meeting held on 3<sup>rd</sup> October, 2008**

The minutes were accepted as a true record.

3.0 **Matters Arising**

3.1 A number of TU Representative had not received the minutes of the meeting in January so it was agreed to recirculate them

**Action by/  
Date**

RB

4.0 **Sickness Absence Statistics**

AOS reported that absence rates for the Directorate were reasonable with the main problem being Long Term Absence. However, there had been some success in redeploying some of the staff to other roles where their health prevented them carrying out their normal duties.

Request for more detailed absence figures to be circulated. Agreed to attach with minutes of this meeting.

Action by/  
Date

RB

5.0 **Management Arrangements – Directorate of the Environment**

5.1 Job Evaluation

AOS summarised the current position in CCBC with the Council giving approval for proposals put forward which was an excellent deal for staff given the current economic climate.

5.2 Management Arrangements

SC confirmed that the arrangements relating to the restructure of housing technical which had recently been approved by Cabinet. The accommodation as currently being refurbished to cater for the movement of staff.

AM asked whether a new HOS or Housing was going to be appointed and the likely timescale

AOS confirmed that this would be linked to the decision relating to the future of the Housing Stock within the Authority as this would have a huge bearing on the role to be advertised.

5.3 Christmas closedown

AOS confirmed the closing arrangements for the Christmas period which had previously been agreed with the Trade Unions. Full details are available on the Intranet – copy attached for JCC members.

RB

5.4 Budget update

AOS outlined the severe budget constraints which the Authority was facing over the next financial year. Key influences on this was the 2.7% uplift given by WAG against an inflation rate of 5.2%; the impact of the increasing energy costs which was an estimated £5m on our costs; the reduction in investment income due to the collapse of the Icelandic banks. Although it is likely we will get our investment back the loss of interest on the capital amounts would impact upon our revenue.

The result of this is that I will be a very difficult year financially and measures will have to be taken to improve efficiencies to balance the budget.

**6.0 Health & Safety**

**6.1 Vehicle Tracking for Safer Working**

TW explained the current trial being undertaken in Refuse and Cleansing with the Vehicle Tracking system which provided not only information on the whereabouts of vehicles etc but also could also provide wider applications leading to safer working.

**6.2 Sample Testing – Drugs and Alcohol**

RB explained that this had been raised at a previous TU meeting in Building Maintenance and was being raised to seek comments from the Directorate JCC. It was related to safety and ensuring Drivers of these vehicles were not under the influence of Drugs and Alcohol. AM said he would seek the views of the executive committee at their next meeting and feedback at the next JCC.

AM

RB said he would raise this at the personnel managers meeting for comments

RB

6.3 As above

**7.0 Any Other Business**

None

**8.0 Date of Next Meeting**

Monday 9<sup>th</sup> March 2009 at 3.00pm in the Conference Room, Tir Y Birth