



## **CORPORATE JOINT CONSULTATIVE COMMITTEE**

### **MINUTES OF THE MEETING HELD AT THE PENALLTA HOUSE, YSTRAD MYNACH ON TUESDAY, 26TH JANUARY 2010 AT 2.00 PM**

#### **PRESENT:**

Councillor A.J. Pritchard - Chairman  
A. Morton (UNISON) - Vice Chairman

#### **Councillors:**

Miss. L. Ackerman, R. Davies, C. Hobbs, C.P. Mann, J.A. Pritchard, L.G. Whittle

#### **Together with:**

S. Rosser (Chief Executive), N. Barnett (Director of Corporate Services), A. O'Sullivan (Director of the Environment), A. Heaney (Director of Social Services), S. Aspinall (Director of Education and Leisure), K. Evans (Corporate HR Manager), L. Rogers (Organisational Development Manager), H. Morgan (Senior Committee Services Officer)

#### **Trade Union Representatives**

G. Enright (UNISON), S. Brassinne (UCATT), P. Jones (UNITE), J. Eynon (NUT), T. Elms (ASCL), P. Baldwin (UNISON), G. Osborne (GMB),

#### **APOLOGIES**

Apologies for absence were received from Councillors P.J. Bevan and R.W. Gough, G. Hardacre, A. Woodman (Unison Regional Organiser), J. Shelton (UNISON), J. Poole (UCATT), N. Blundell (UCATT), S. Rivers (ASCL). P. McNulty (NAHT) and B. May (TGWU)

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

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

#### **2. MINUTES - 20TH OCTOBER 2009**

RESOLVED that subject to an amendment within the list of apologies to deleted B. Barrowman (who is no longer a representative on the Committee), to a correction of the misspelling in the name A. Woodman and to it being noted that Leigh Woodland was former Branch Secretary, the minutes of the meeting held on 20th October 2009 (minute nos. 1 - 16 on page nos. 1 - 4) were approved as a correct record and signed by the Chairman.

## **MINUTES OF DIRECTORATE JOINT CONSULTATIVE COMMITTEES**

### **2. Education and Leisure Directorate Joint Consultative Committee - 14th October 2009**

The minutes of the Education and Leisure Directorate Joint Consultative Committee meeting held on 14th October 2009 were received and noted.

It was requested that in future 'non teaching staff' be referred to as 'support staff'. With regards to the discussion on the People Strategy (minute no. 11, page no. 11) it was noted that concerns had been raised regarding the draft disciplinary policy. A request was made by Unison for a copy of the comments raised.

With regards to issues raised in relation to voluntary early retirement/redundancy in schools and particularly relating to fixed term contracts (minute no. 16 refers) it was confirmed by the Director of Education that this matter would be discussed further at the next meeting.

### **3. Directorate of the Environment Joint Consultative Committee - 30th November 2009**

The minutes of the Directorate of the Environment Joint Consultative Committee meeting held on 30th November 2009 were received and noted.

Mr. S Brassinne (UCATT) wished it noted that he was recorded as both present and having given apologies. Due to other commitment he was not able to be present and had actually tendered his apologies.

### **4. Chief Executives Directorate Joint Consultative Committee - 9th December 2009**

The minutes of the Chief Executives Directorate Joint Consultative Committee meeting held on 9th December 2009 were received and noted

Mr. Enright (UNISON) indicated that there were several issues contained within the minutes which require clarification and that he would raise them at the next Directorate meeting.

### **5. JOB EVALUATION EXERCISE**

An update was given on the job evaluation exercise and it was noted that school based staff have now received their results. It was confirmed that priority one appeals have been finalised (with the signing session being held throughout December) and priority two appeals are now being progressed through the Appeal Panel (with signing sessions being arranged for March).

A query was raised with regards to the notification process and it was reported that all those in priority one have been advised but in view of the number to be considered within priority two rather than hold the information until the process has been finalised, the appellants are being notified immediately. In view of the comments made by the representatives that this appeared not to be the case it was agreed that the information would be clarified.

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

It was noted that this was a standard agenda item following concerns previously raised over the lack of consultation between Unison and management. Those parties present agreed this had improved but reiterated the requirement to work together and ensure that consultation is undertaken at the earliest possible stage in order that issues can be resolved more quickly.

It was accepted that issues are now focussed through the individual directorate joint consultative committees and as such can be dealt with more quickly and in a more meaningful way. However, specific reference was made to the significant consultation required on a number of key policies that are being revisited (disciplinary, grievance, sickness absence) and, in view of the Christmas closedown, the difficulty in meeting the deadline for the formal feedback on the proposals. It was noted that a meeting has been arranged with the representatives in order to further discuss the issues raised.

## **7. MAKING THE CONNECTIONS**

The Chief Executive reported that there had not been a further meeting of the Connecting South East Wales Board since he reported to the last meeting. He referred however to a meeting of the Gwent Chief Executives where emphasis had been placed on the ongoing collaboration within social services and the progress being made in education. He also made reference to a meeting that he attended with Councillor Whittle (which had also involved Gwent Police and the Aneurin Bevan Health Board) where it was agreed to explore the opportunity for greater collaboration.

## **ANY OTHER BUSINESS**

## **8. INCLEMENT WEATHER**

The Leader of Council referred to the recent periods of inclement weather and commented that the delivery of all frontline services within the borough had been outstanding and wished to place on record his appreciation to staff for their tremendous teamwork and dedication. He also paid tribute to those who had been able to attend their workplace and commented on their dedication in ensuring they fulfilled their role in such conditions and enabled key services to be maintained.

## **9. LOCAL GOVERNMENT SETTLEMENT - PAY AWARD**

The Director of Corporate Services reported that the Local Government Employers have advised the national trade union negotiating bodies that they will not be making a pay offer for the financial year 2010/11. There has already been a request that further negotiations are undertaken. It was reported that the provisional assumption within the report to be considered by member at the special meeting of Council scheduled for 25th February 2010 is 2.3% for teachers and 1% for all other staff.

With regards to the budget process, the trade unions have been fully consulted on the financial funding deficits and challenges this Council faces and the inevitable need to achieve significant cash savings. The medium term plan will require significant consultation and the trade unions will be included in these discussions as will the workforce at large.

## **10. DATE OF NEXT MEETING - 27TH JULY AND 19TH OCTOBER 2010**

It was noted that the quarterly meetings for 2010 had been scheduled for 27th July and 19th October 2010. 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 27th July 2010 they were signed by the Chairman.

The meeting closed at 2.30 pm.