



CORPORATE JOINT CONSULTATIVE COMMITTEE

MINUTES OF THE MEETING HELD AT PENALLTA HOUSE, YSTRAD MYNACH ON TUESDAY, 27TH APRIL 2010 AT 2.00 P.M.

PRESENT:

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

Councillors:

Miss L. Ackerman, P.J. Bevan, R. Davies, R.W. Gough, C. Hobbs, 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), G. Hardacre (Head of People Management and Development), K. Evans (Corporate HR Manager), C. Francis (Housing Strategy and Performance Manager), H. Morgan (Senior Committee Services Officer)

Trade Union Representatives

J. Shelton (UNISON), P. Baldwin (in place of G. Enright (UNISON)), S. Brassinne (UCATT), N. Funnell (GMB), P. Jones (UNITE), S. Rivers (ASCL)

APOLOGIES

Apologies for absence were received from Councillor C.P. Mann, A. Woodman (Unison Regional Organiser), G. Enright (UNISON), D. Gunter, N. Blundell and J. Poole (UCATT), B. May (TGWU), L. Horrocks (NASUWT) P. McNulty (NAHT) and G. Osborne (GMB)

1. DECLARATIONS OF INTEREST

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

2. MINUTES - 26TH JANUARY 2010

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 26th January 2010 (minute nos. 1 - 10 on page nos. 1 - 4).

MATTERS ARISING

3. Consultation Between Trade Unions and Management (minute no. 6)

A request was made for feedback on the various proposals which are under consideration and it was queried as whether, in view of possible difficulties in meeting the deadline for the formal feedback, it would be possible to undertake interim consultation prior to documents being formally presented. The Chief Executive confirmed that where practical such engagement would be undertaken.

It was confirmed that arrangements are in hand to meet representative specifically to discuss workforce strategies for dealing with the impacts of the medium term financial plan.

4. Inclement Weather (minute no. 8)

Reference was made the requirement of certain staff to use flexi/leave during periods of inclement weather and a request was made that the decision taken in the revised leave of absence scheme not to permit the carry over of days which could be used for this purpose be revisited. The Chief Executive indicated that he would take this request to CMT.

MINUTES OF DIRECTORATE JOINT CONSULTATIVE COMMITTEES

5. Education and Leisure Directorate Joint Consultative Committee - 10th February 2010

The minutes of the Education and Leisure Directorate Joint Consultative Committee meeting held on 10th February 2010 were received and noted.

6. Chief Executives Directorate Joint Consultative Committee - 10th March 2010

The minutes of the Chief Executives Directorate Joint Consultative Committee meeting held on 10th March 2010 were received and noted.

It was clarified that the reference to management arrangements as detailed in minute no. 4 (ii) was in relation to Arts Shared Service. With regards to the Gwent Frailty Project (also detailed in that minute) it was noted that it makes reference to GH being in consultation with social services and this should read GE. It was confirmed that the third paragraph on page 7 (minute no. 5) should include the word 'potential' and with regards to minute no. 9, schools, a meeting has been arranged to discuss the implications.

7. WELSH HOUSING QUALITY STANDARD

Mr. C. Francis (Housing Strategy and Performance Manager) gave a presentation on the Wales Housing Quality Standard and explained that WAG requires all Councils to bring its homes up to a required standard by 2012. He confirmed that the council owns around 11,000 properties across the county borough and major investment is needed to ensure that the stock meets the requirements of the Wales Housing Quality Standard by 2015 (in a good state of repair, safe and secure, adequately heated, fuel efficient and well insulated, contain up-to date kitchens and bathrooms, well managed, located in attractive and safe environments, suit the specific needs of the household and are in a good state of repair).

The Council has to submit an annual Business Plans to WAG which calculates the income and expenditure and how much it will cost to do the work needed to meet and maintain the Welsh Housing Quality Standard. Since 2003 the Council's Housing Business Plans have shown that it will not have sufficient funding to meet the Standard. The Council therefore carried out a Housing Options Appraisal in 2009 which looked at all the financial options and choices which were available to the Council to meet and to maintain it for the 30 years after 2012. The Appraisal was completed by an independent consultant.

At its meeting on 18th February 2010 Council had been advised of the current position with regard to the draft 2009/10 Housing Business Plan, considered the stock condition survey and the requirement to prepare and submit an acceptable 2010/11 Business Plan which demonstrates how the Council will meet and maintain the Welsh Housing Quality Standard. Members considered the two strategic options which are available for the Council - retention of the stock as a local authority landlord, or transfer of the stock to a new Registered Social Landlord. They recognised that the Council cannot achieve the Wales Housing Quality Standard from its own resources and agreed that the stock be transferred to a new Registered Social landlord, which can access those resources. The financial advantages for the RSL were outlined.

It had been noted that the decision to transfer the stock must be supported by a majority vote of tenants in an independent ballot and the Welsh Assembly Government must also give its approval to the transfer. Mr. Francis outlined the detailed and extended consultation with tenants and their representatives that will now be undertaken. Stage 1 will include the provisional approval to ballot tenants required from WAG, the development of the Governance processes to deliver pre-ballot stages and a management processes in order to undertake day-to-day work required. Stage 2 will seek to appoint a Project Team and independent consultants, undertake informal consultation, develop the 'Offer' document, appoint a Shadow Board, develop formal consultation on 'Offer' document, ballot tenants (Electoral Reform Services) and consult with tenants, staff and Members.

The process of consultation will take place over the next twelve months prior to the ballot where tenants will be given as much information as possible regarding what will happen if they vote for a transfer or if they vote for the Council to retain its stock. An Independent Tenant Advisor will be appointed so that the process of consulting tenants is fair and accurate. The consultation will lead to a formal 'offer document' which will describe how the new Registered Social Landlord will provide its housing service, if the transfer takes place.

Reference was then made to the financial impact of stock transfer on the Council functions and staff that would remain with the Council if the stock were transferred. It was noted that it was not possible at this stage to deal with details regarding which services or staff will transfer, how TUPE will operate or what the content of the staff offer will be. These issues would be addressed by the Shadow Board at the appropriate time.

8. WORKFORCE STRATEGIES FOR MANAGING THE IMPACTS OF THE MEDIUM TERM FINANCIAL BUDGET SAVINGS

Details of the report presented to Cabinet on 30th March 2010, which highlighted the approach to dealing with workforce issues in light of the medium term financial forecasts that have been developed, were noted. It was confirmed that as agreed in the recommendations contained therein consultation is being undertaken with the recognised trade unions and meetings have been arranged for such consultation.

9. JOB EVALUATION

An update was given on the job evaluation exercise and it was noted that most school based staff have now received their results and that Phase 2 has been completed. Appeals continue to be progressed, with those in detriment being prioritised. A request was made for details on the number of appeals that have been successful and Mr. Hardacre indicated that he would provide that information.

10. CONSULTATION BETWEEN TRADE UNIONS AND MANAGEMENT

This had been discussed earlier in the meeting.

11. COLLABORATION

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 proposals to revisit its terms of reference in order to identify its future role. He also made reference to the ongoing collaboration within social services and the progress being made in education.

12. ANY OTHER BUSINESS

There were no matters raised.

13. DATE OF NEXT MEETING - 27TH JULY 2010

It was noted that the quarterly meetings for the remainder of 2010 had been scheduled for 27th July and 26th 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 3.00 p.m.