



## **CORPORATE JOINT CONSULTATIVE COMMITTEE**

### **MINUTES OF THE MEETING HELD AT THE PENALLTA HOUSE, YSTRAD MYNACH ON TUESDAY 25TH OCTOBER 2011 AT 2.00 PM**

**PRESENT:**

Councillor J.E. Fussell - Chairman

**Councillors:**

Miss. L. Ackerman, P.J. Bevan, R. Davies, J.E. Fussell, R.W. Gough, C. Hobbs, C.P. Mann,  
A.J. Pritchard, J.A. Pritchard

**Together with:**

A. O'Sullivan (Chief Executive), N. Barnett (Deputy Chief Executive), S. Aspinall (Corporate Director - Education, Lifelong Learning and Leisure), A. Heaney (Corporate Director - Social Services), G. Hardacre (Head of Human Resources and Organisational Development), L. Donovan (Personnel Manager), H. Morgan (Senior Committee Services Officer)

**Trade Union Representatives**

J. Roberts-Garcia (Unison), P. Jones (UNITE), N. Funnell (GMB)

### **APOLOGIES**

Apologies for absence were received from G. Enright (UNISON) and S. Brassinne (UCATT).

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

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

#### **2. MINUTES - 26TH JULY 2011**

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 July 2011 (minute nos. 1 - 12 on page nos. 1 - 4).

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

### **3. Education and Leisure Directorate Joint Consultative Committee - 12th January 2011**

The minutes of the Education and Leisure Directorate Joint Consultative Committee meeting held on 12th January 2011 were received and noted.

With regards to minute no. 4 the Director referred to ongoing discussions in relation to the budget and the delegation to schools. In relation to retirement/redundancy options (minute no. 5) it was noted that successful negotiations had resulted in 23 teaching staff at nine schools across the county borough seeking, and gaining, early access to non-actuarially reduced pension benefits under the Teachers Pension Scheme. Members wished to place on record their appreciation to Officers, Governors and Heads in recognition of the amount of work they had undertaken in avoiding the need for redundancies.

### **4. Social Services Directorate Joint Consultative Committee - 7th July 2011**

The minutes of the Social Services Directorate Joint Consultative Committee meeting held on 6th July 2011 were received and noted.

### **5. Chief Executives Directorate Joint Consultative Committee - 11th July and 6th September 2011**

The minutes of the Chief Executives Directorate Joint Consultative Committee meetings held on 11th July and 6th September 2011 were received and noted.

Arising from the minutes it was noted that the 'Tell us Once' service has now been implemented and with regards to the salary sacrifice car scheme, to date 93 employees have made enquires which has resulted in a number of vehicles being ordered and a number already delivered. In noting the reference to Cefn Fforest Leisure Centre it was confirmed that it would reopen on 18th November 2011.

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

It was noted that this was a standard agenda item following previous concerns over the lack of consultation between Unison and management. All parties present agreed this had improved immensely 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 agreed that the item remain on the agenda for future meetings.

### **7. COLLABORATION**

The Corporate Director of Social Services gave an update on the progress made in the integration of Caerphilly County Borough Council and Blaenau Gwent County Borough Council's Social Services Directorates. A Project Board and Project Team have been established, with approved terms of reference, and a Project Plan (including service modeling and workforce integration) is in the process of being prepared. He advised that there would be a phased approach over a three year period, the first year being the integration of some business support functions, the second further collaborate and integration across adults and children's services and the third would see a fully integrated service and management team. In that it is planned to manage the change process incrementally over the three-year period, through natural occurrences, such as retirement, vacancies and redeployment, the proposal does not intend to create any compulsory redundancies. At each stage there would be

consultation with the recognised Trade Unions.

With regards to collaboration on a Joint Education Service, the Corporate Director of Education and Leisure advised that a report has been prepared that is to be considered at Cabinet on 1st November and Special meeting of Council on 3rd November 2011. It seeks to approve the proposed outline business case after which time there will be a comprehensive consultation strategy prepared which will involve all key stakeholders, including staff and Trade Unions. It was noted that there had been a meeting with the staff involved in order to allay rumours, to advise of the progress to date and to confirm that there is a requirement for Members to consider and approve the outline business case prior to any formal consultation being undertaken.

It was noted that it is not possible to identify the full range of implications as these will become apparent when the new Consortium arrangements are finalised. There will however be a full and proper consultation with individuals and the recognised Trade Unions and detailed consultation with all key stakeholders.

The Director advised that it is proposed that the joint working will focus initially on school improvement services, including improving educational attainment, but could be extended to other areas of activity in due course. In view of the Minister's recent announcement on the realignment of the regions across Wales, Caerphilly has reconsidered its position as a member of the Central South Consortium and now believes that it would be more appropriate to join the South East Consortium.

Reference was also made to Prosiect Gwyrdd and the Chief Executive advised that Covanta has withdrawn its application for an incinerator at the Brig-y -Cwm site, Merthyr Tydfil and as such there are now two remaining applications (Veolia at Llanwern, Newport and Viridor at Trident Park, Cardiff) that will be considered as part of the next stage of the process.

## **8. JOINT COUNCIL FOR WALES - JOINT STATEMENT ON DOMESTIC ABUSE**

It has been requested by the Joint Council for Wales that the statement is presented through individual Authority's Corporate Consultative mechanisms for consideration and endorsement.

The Head of Human Resources and Organisational Development referred to the policies and procedures that the Joint Council recommends should be covered on domestic abuse and Members noted the Domestic Abuse in the Workplace Policy Protocol, which has been the subject of extensive consultation and adopted by the Welsh Local Government Association. Members were advised that the approved policy of the county borough is consistent with the measures laid down, albeit that it may be necessary to make one slight amendment to accommodate the requirement. It was noted that any subsequent amendment required would be the subject of consultation prior to a report being presented to the Policy and Resources Scrutiny Committee and Cabinet.

The content of the joint statement and the accompanying documentation was endorsed.

## **9. RECOGNITION REQUEST FROM BASW AND RESPONSE FROM UNISON**

Consideration was given to the request from the British Association of Social Workers that its recently established Social Workers Union be recognised as such to enable it to be party to collective bargaining arrangements. Correspondence from Unison advising that social workers employed in the public sector are covered by the sector-wide collective bargaining and that it does not support the request was also considered.

In view of the foregoing and in noting that there are a number of trade unions recognised by the employer under the existing agreement it was agreed that the request not been acceded to.

**10. ANY OTHER BUSINESS**

**Trainee/Apprenticeship Scheme**

The Leader advised that he had recently met with a number of trainees and apprentices and was pleased with the progress being made with the initiative. As part of the budget strategy, the council put aside almost half a million pounds to invest in providing training and development opportunities for young people in the area and to date over 30 trainees have started working for the council in a variety of departments. As the scheme progresses, there are proposals to put in place one hundred and fifty placements for people aged between 16 - 25 yrs which will range from short term placements and training placements to full blown apprenticeship schemes.

**11. DATE OF FUTURE MEETINGS**

It was noted that the quarterly meetings for 2012 had been scheduled for 17th January, 24th April, 24th July and 23rd October 2012. 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 17th January 2012 they were signed by the Chairman.

The meeting closed at 3.00 pm.

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