



JOINT CONSULTATIVE COMMITTEE

MINUTES OF THE MEETING HELD AT PENALLTA HOUSE, YSTRAD MYNACH ON TUESDAY 17TH JANUARY 2012 AT 2.00 PM

PRESENT:

Councillor J.E. Fussell - Chairman
G. Enright (UNISON) - Vice-Chairman

Councillors:

Miss. L. Ackerman, R. Davies, 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 (HR Service Manager - Customer Services), H. Morgan (Senior Committee Services Officer)

Trade Union Representatives

G. Enright (UNISON), S. Brassinne (UCATT), L. Horrocks (NASUWT), P. Jones (UNITE),
N. Funnell (GMB).

APOLOGIES

Apologies for absence were received from Councillor P.J. Bevan, A. Woodman (Unison Regional Organiser), J. Roberts-Garcia (Unison), J. Poole (UCATT), N. Blundell (UCATT), G. Osborne (GMB), S. Rivers (ASCL), B. May (TGWU) and G. Smith (UNITE).

1. DECLARATIONS OF INTEREST

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

2. MINUTES - 25TH OCTOBER 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 25th October 2011 (minute nos. 1 - 11 on page nos. 1 - 4).

MATTERS ARISING

3. Trainee/Apprenticeship Scheme (minute no. 10)

An update was given on progress with the programme of apprenticeships, traineeships and work experience provision and reference was made to the various schemes and projects that are being implemented across the organisation. It was noted that to date 107 placements have been made.

MINUTES OF DIRECTORATE JOINT CONSULTATIVE COMMITTEES

4. Social Services Directorate Joint Consultative Committee - 10th October 2011

The minutes of the Social Services Directorate Joint Consultative Committee meeting held on 10th October 2011 were received and noted.

5. Operations Joint Consultative Committee - 12th October 2011

The minutes of the Operations Joint Consultative Committee meeting held on 12th October 2011 were received and noted.

6. Chief Executives Directorate Joint Consultative Committee - 6th December 2011

The minutes of the Chief Executives Directorate Joint Consultative Committee meeting held on 6th December 2011 were received and noted.

7. CONSULTATION BETWEEN TRADE UNIONS AND MANAGEMENT

The Leader referred to the positive relationships that existed between the parties and to the mechanisms in place to facilitate discussion and consultation. This was endorsed by the representatives present. He highlighted a number of positive results as a consequence of this relationships and referred specifically to the Council's commitment to staff as evidenced in the job evaluation process, the GASS car leasing scheme which is open to all staff, an agreement to move to 55p per mile rate rather than to 45p HMRC rate, the commitment to a 'no redundancy' policy over last 3 years, the successful operation of the Redeployment Pool, reduction in staff sickness levels and to the implementation of the apprenticeship initiative.

All parties present agreed that consultation has 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.

8. 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 and referred specifically to the work progressing on both service modeling and the workforce integration.

He reminded those present that there would be a phased approach over a three year period, the first year being the integration of some business support functions (workforce development commissioning), the second further collaboration 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, at each stage there would be consultation with the recognised Trade Unions.

With regards to the Social Care Workforce Development Plan the Director was pleased to announce that the Welsh Government have confirmed that a joint plan can be submitted.

With regards to collaboration on a Joint Education Service, the Corporate Director of Education and Leisure advised that Council had approved the proposed outline business case and there will be a comprehensive consultation strategy prepared which will involve all key stakeholders, including staff and Trade Unions. Interviews for the post of Lead Director of the South East Consortium will be undertaken on 24th January 2012 and a detailed business case is in the process of being prepared which will be the subject of consultation.

It was noted that it is not possible to identify the full range of implications as these will become apparent as the Consortium develops but an assurance was given that there will be a full and proper consultation with individuals and the recognised Trade Unions and detailed consultation with all key stakeholders.

Reference was also made to other collaborative arrangements including Prosiect Gwyrdd and the Heads of the Valleys Consortium and the Chief Executive then made reference to the Compact for Change between the Welsh Government and Welsh local government which sets out the terms of a new relationship based on mutual respect and partnership. He advised that the governance arrangements include agreed actions and timelines for the delivery of change in the way services are delivered by local government. It was recognised that great inroads have already been made in this area and noted that every opportunity for collaborative working would continue to be explored.

ANY OTHER BUSINESS

9. Housing Stock Transfer - Stage 2 Notice and Ballot

The Deputy Chief Executive advised that a report, which is to be considered at Council later in the day, details the consultation responses and seeks to determine whether changes are needed to the transfer proposal or other explanation needed and whether to proceed to Stage 2 of the ballot. If the recommendation is approved the ballot will take place between 21st January and 17th February 2012 and tenants will receive a ballot paper through the post over the next few days.

10. DATE OF FUTURE MEETINGS - 2012

It was noted that the quarterly meetings for 2012 had been scheduled for 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 24th April 2012 they were signed by the Chairman.

The meeting closed at 2.30 pm.