



CORPORATE JOINT CONSULTATIVE COMMITTEE

MINUTES OF THE MEETING HELD AT PENALLTA HOUSE, YSTRAD MYNACH ON TUESDAY, 23RD APRIL 2013 AT 2.00 P.M.

PRESENT:

G. Enright (Unison) - Chairman
Councillor H.A. Andrews - Vice-Chairman

Councillors:

D.T. Hardacre, Mrs. C. Forehead, G. Jones, Mrs. R. Passmore, D.V. Poole, K.V. Reynolds,
T.J. Williams, R. Woodyatt

Together with:

N. Barnett (Acting Chief Executive), D. Street (Acting Director of Social Services),
N. Scammell (Acting Director of Corporate Services), E. Rogers (HR Service Manager -
Strategy and Operations), L. Donovan (HR Service Manager - Customer Services),
S.M. Kauczok (Committee Services Officer)

Trade Union Representatives:

G. Enright (Unison), J. Roberts-Garcia (Unison), D.A. Williams (Unite), S. Brassine (UCATT),
N. Funnell (GMB)

APOLOGIES

Apologies for absence had been received from Councillor K. James, G. Hardacre (Head of
HR and Organisational Development), N. Blundell (UCATT), P. Jones (NAHT) and D. Bezzina
(Unison).

1. DECLARATIONS OF INTEREST

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

2. MINUTES

RESOLVED that the minutes of the Corporate Joint Consultative Committee meeting
held on 29th January 2013 (minute nos. 1 - 12 on page nos. 1 - 4) be approved as a
correct record and signed by the Chairman.

3. MATTERS ARISING

There were no matters arising from the minutes.

MINUTES OF DIRECTORATE JOINT CONSULTATIVE COMMITTEES

4. Chief Executive's Directorate Joint Consultative Committee - 30th January 2013

The minutes of the Chief Executive's Directorate Joint Consultative Committee meeting held on 30th January 2013 were received and noted

5. Education and Leisure Directorate Joint Consultative Committee - 8th February 2013

The minutes of the Education and Leisure Directorate Joint Consultative Committee meeting held on 8th February 2012 were received and noted.

A decision had been taken at a special meeting of Council last week to support the remediation of the Cwmcarn school site as proposed by Ensafe Management Survey at a cost of £1.048m with the funding being met from General Fund balances (net of previous underspend). It was hoped that the school would be able to re-open in September.

6. Social Services Directorate Joint Consultative Committee - 11th February 2013

The minutes of the Social Services Directorate Joint Consultative Committee meeting held on 11th February 2013 were received and noted.

A decision had been taken at Cabinet on 9th April 2013 not to proceed with the proposed integration between CCBC's and Blaenau Gwent CBC's Social Services Directorates. Whilst the Authority will not now proceed to work up the case for full integration or a Joint Management Team, it will explore the potential for further collaboration on an individual Business Case basis.

7. CONSULTATION BETWEEN TRADE UNIONS AND MANAGEMENT

Reference was made to the main issues that are currently being discussed between management and the trade unions, the first of these being changes to the Council's retirement/severance arrangements. The matter had been considered at the Policy and Resources Scrutiny Committee on 16th April 2013 and trade unions and employees would be fully consulted on the proposals.

Another key issue that had been discussed at the Policy and Resources Scrutiny was a report on the surveillance of employees, which had been requested by the Chair of the Scrutiny Committee. Following discussion on the content of the report and having regard to the views of the trade unions expressed at the meeting, the Scrutiny Committee recommended that a formal procurement be undertaken for a contractor to undertake employee surveillance and during this period surveillance remain suspended. The Authority will engage in detailed discussions with the trade unions with a view to the development of robust procedures into an HR policy document, which will be made available to all members of staff.

In addition to the above, it was noted that a review of the facilities arrangements provided for trade unions will be undertaken to ensure that they have the necessary facilities to engage with their members and management and an agreement setting out the key arrangements for consultation and engagement between trade unions and the Council's leadership will be formalised.

A trade union representative referred to an issue relating to possible changes to a school cleaning contract, which had recently been brought to his attention. Officers were unaware of the situation and HR were requested to investigate as a matter of urgency. Trade union representatives had made arrangements to meet the staff involved. .

8. COLLABORATION

As reported earlier in the meeting, it had been decided not to proceed with the full integration of CCBC's and Blaenau Gwent CBC's Social Services Directorates but to explore the potential for further collaboration on an individual business case basis. However, the Council had taken the decision to enter into a service level agreement to deliver the pest control service for Blaenau Gwent CBC for five years from 15th April 2013.

In terms of bids that had been submitted to Welsh Government around collaboration, the Acting Chief Executive advised that the latest information was that none of these had been successful.

9. LIVING WAGE ACCREDITATION

The Authority has received accreditation as a Living Wage employer in response to its decision to implement the Living Wage. A plaque will be presented to the Authority in recognition of this in due course.

10. INCLEMENT WEATHER AND SERVICE CONTINUITY PLANS

The Acting Chief Executive confirmed that discussions are ongoing with the trade unions with regard to the Authority's inclement weather operational arrangements to ensure that the policy is fit for purpose and is one which ensures consistent staffing arrangements are in place.

The Acting Chief Executive thanked the trade unions for their co-operation during the review process.

11. ANY OTHER BUSINESS

The Acting Chief Executive gave an update on the Authority's response to the Wales Audit Report in the Public Interest. A report containing the Council's response would be presented to full Council that evening. The report makes recommendations and provides a robust action plan to further strengthen the Council's governance processes and procedures and addresses the areas for improvement highlighted by the Auditor. The Police have indicated that their investigations have commenced and the Authority is assisting them with their enquiries. The first meeting of the Investigating and Disciplinary Committee had taken place on 19th April 2013.

12. DATE OF FUTURE MEETINGS

It was noted that the quarterly meetings for the remainder of 2013 are scheduled for 23rd July and 22nd October 2013. Special meetings would be convened if necessary.

The meeting closed at 2.22 p.m.

Approved as a correct record and subject to any amendments or corrections agreed and recorded in the minutes of the meeting held on 23rd July 2013 they were signed by the Chairman.

CHAIRMAN