

Social Services JCC Meeting

Wednesday 15th May 2013

Sirhowy Room Ty Penallta

Attendees:

David Street, Interim Corporate Director Social Services
 Jo Williams, Interim Asst Director Adult Services
 Richard Ballantine, HR Manager
 Gary Enright, Branch Secretary, Unison
 Juan Roberts-Garcia, Asst Branch Secretary, Unison
 Neil Funnell Branch Secretary GMB
 Terry Bendle GMB

Issue	Action
<p>1. Apologies</p> <p>Apologies were received from</p> <ul style="list-style-type: none"> ❖ Stephen Harris, Finance Manager ❖ D Bezinna Unison Regional Organiser <p>2. Minutes of meeting 11 February 2013</p> <p>The minutes of the previous meeting were agreed.</p> <p>3. Matters arising</p> <p>GE confirmed that the inclement weather issued had been resolved and they were awaiting formal confirmation of this.</p> <p>4. Budget update</p> <p>DS confirmed that they were awaiting the final budget out turn figures for 2012/2013 but the draft to date indicated a minor under spend for the year.</p> <p>The Social Services budget for 2013/2014 included both the protection of 1% for the Welsh government and a further £1.2m growth from the Council to meet the increasing demand on services.</p> <p>However, whilst this was good news it was clear that the Directorate would have to manage any future cost pressures over the forthcoming years within this budget.</p> <p>In 2014/2015 £1.8m of efficiencies were required and a further £1.4m in 2015/16. The council as a whole were required to find savings of £6 during this period although Social Services were not expected to contribute towards these savings.</p> <p>Work would commence shortly on the Medium Term Financial Plan with the aim of identifying how these efficiencies can be</p>	

achieved. DS confirmed that when any concrete plans were available then he would consult with the Trade Unions. In addition DS confirmed that he was about to embark on a review of the structure within Social Services as previously everything had been on hold due to the integration agenda with Blaenau Gwent. Now this had been concluded it provided the opportunity to review all operations and to identify areas where duplication was evident. DS stated that the formal arrangements could be utilised to provide information to the Trade Unions but it was likely that other meetings would be arranged to discuss specific issues. DS invited the TU to bring forward any suggestions on how things could be done more efficiently.

5. Sickness Absence

DS stated that the absence rates were rising within Social Services particularly in Adult Services where the rate had increased from 5% to the latest figure around 7%. The data was currently being reviewed but there seemed to be an increase in the number of staff taking in excess of 20 days. DS confirmed that whilst they were aware that the Nova virus had impacted on a number of staff this would not account for the sharp increase. RB commented that whilst there was a need to address these increasing levels a lot of positive work had been undertaken and staff placed in alternative roles in order to assist their return to work.

GE reconfirmed the TU support to assist in cases reviews where appropriate.

6. Management arrangements

DS confirmed the appointment of a new Assistant Director in Children's Services who would hopefully be joining the Authority in September 2013. DS also confirmed the retirement of one of the Service Managers in Children's Services who would be leaving in June 2103. Arrangements were in place to recruit to this post.

7. Workforce Development team

DS confirmed that the business case for the Integration of the 2 workforce development teams had not been completed and therefore has not been approved. Although both Authorities had given an in principle agreement to the proposals it would be subject to approval of the political process. Accommodation was nearly ready for occupation in Foxes Lane and it was hoped that the CCBC team would move in during June. It was not clear at this stage when the Blaenau Gwent employees would move in but this would probably be linked to the business case.

RB outlined the progress with the hosting paper briefly summarising the options available.

8. AOB

GE raised the issue of Tredegar Court and the firm understanding that the TU and staff had that staff who elected to remain at Tredegar Court would undertake their duties and contractual

<p>hours there. Whilst during the 1 to 1 interviews it was apparent that this would not be the case it was subsequently clarified at previous JCC meetings that the work would be undertaken at Tredegar Court.</p> <p>RB accepted that it was stated at the JCC meetings but demand at the unit had declined in recent weeks and it was therefore not possible to work the 16 hours at the unit.</p> <p>DS added that if the demand changed and there was not enough work Tredegar Court then there were 2 options available, either utilise the staff on other work or pay them for work they cannot undertake.</p> <p>NF also raised the issue of the staff at Tredegar Court being issued with Dragon devices but this had never been the case previously.</p> <p>JW confirmed that all staff in HART were issued with Dragon devices both to allocate work and to keep track on the hours of care provided to clients. It was also planned to link the Dragon data with payroll so payments would be linked with the hours worked on the Dragon system.</p> <p>NF stated that arrangements were being made to meet with staff to understand their issues and these would then be raised with management.</p> <p>JGR raised the issue of staff in the North CMHT who had raised concerns in relation to the move to the North Resource Centre and their views on this proposal. He understood that 1 to 1 meetings had been arranged and it was hoped that staff would ask relevant questions of their Manager.</p> <p>RB confirmed that the Service manager was also planning to attend their next team meeting to listen to their concerns.</p>	
<p>Date of next meeting</p>	<p>Monday 19th August 2013 at 2.00pm in the Sirhowy Room, Ty Penallta.</p>