



## **CORPORATE JOINT CONSULTATIVE COMMITTEE**

### **MINUTES OF THE MEETING HELD AT PENALLTA HOUSE, YSTRAD MYNACH ON TUESDAY, 22ND OCTOBER 2013 AT 2.00 P.M.**

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PRESENT:

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

Councillors:

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

Together with:

N. Scammell (Acting Director of Corporate Services), G. Hardacre (Head of HR and Organisational Development), D. Street (Director of Social Services), E. Rogers (HR Service Manager - Strategy and Operations), C. Evans (Committee Services Officer)

Trade Union Representatives:

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

### **APOLOGIES**

Apologies for absence had been received from Councillor K. James, G. Jones, D.V. Poole, S. Aspinall (Acting Deputy Chief Executive), L. Donovan (HR Service Manager- Customer Services), S. Rosser (Interim Chief Executive), K. Andrews (GMB), D. Bezzina (Unison Regional), N. Blundell (UCATT), L. Horrocks (NASUWT), Mrs. J. Havard (NUT), P. Jones (NAHT), B. May (TGWU), S. Rivers (ASCL), J. Roberts-Garcia (Unison) and G. Smith (Unite).

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

Councillor David Hardacre sought advice as to whether a Declaration of Interest was required relating to the Rhymney Integrated Resource Centre on the basis that his wife has an involvement. It was agreed that the item is for information only and therefore no declaration was required but in the event that the item were discussed, a declaration would be required.

There were no further 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 23rd July 2013 (minute nos. 1 - 10 on page nos. 1 - 3) 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. DIRECTORATE OF EDUCATION AND LEISURE - 18TH JULY 2013**

Concerns were expressed in relation to Cwmcarn High School and an update was requested on the progress being made. Councillor Mrs. R. Passmore, Cabinet Member for Education and Leisure confirmed that the minutes of the meeting dated 18th July 2013 reflect the current position. There are serious concerns within the school, however dialogue will continue and procedures will be followed in addressing the issues.

The minutes of the Education and Leisure Directorate Joint Consultative Committee meeting held on 18th July 2013 were received and noted.

**5. OPERATIONS JOINT CONSULTATIVE COMMITTEE - 15TH AUGUST 2013**

Further information was sought on the proposal, as mentioned in the minutes of the Operations Joint Consultative Committee 15th August 2013, item 3.5, to charge individual employees, not the service area for missed Occupational Health appointments and members felt that a "one size fits all" approach was not appropriate. Gareth Hardacre confirmed that no changes have been made to this process at present and he would look at the approach across the Authority.

Members discussed the Business Continuity Plans for Inclement Weather, as per item 4.0 of the Operations Joint Consultative Committee-15th August 2013. There have been periods of Inclement Weather for a number of years and it was felt that staff should be given a choice. Officers agreed to review the plans on an individual basis.

The minutes of the Operations Joint Consultative Committee meeting held on 15th August 2013 were received and noted.

**6. SOCIAL SERVICES DIRECTORATE JOINT CONSULTATIVE COMMITTEE - 19TH AUGUST 2013**

Councillor David Hardacre sought advice as to whether a Declaration of Interest was required relating to the Rhymney Integrated Resource Centre on the basis that his wife has an involvement. It was agreed that the item is for information only and therefore no declaration was required but in the event that the item were discussed, a declaration would be required.

Arising from the Minutes, officers provided progress updates on ongoing projects. Members were informed that a report is expected to Scrutiny in December and Cabinet in the New Year that will outline the progress being made with the Mental Health Integration, which is likely to be up and running by April 2014.

Members were informed that there is an anticipated further delay with the Rhymney Integrated Resource Centre, which will result in the project falling 20 weeks behind schedule. It is likely that this will be completed in January 2014.

The minutes of the Social Services Directorate Joint Consultative Committee meeting held on 19th August 2013 were received and noted.

## **7. MEDIUM TERM FINANCIAL PLAN / WELSH GOVERNMENT SETTLEMENT**

Reference was made to the Provisional Local Government Settlement figures announced by Welsh Government on 16th October 2013. Provisional figures have been provided for 2014/15 along with indicative figures from Welsh Government (WG) for 2015/16. No indicative allocations for 2016/17 have been received.

An in-depth discussion ensued in which it was highlighted that a reduction of this level was not been anticipated. The Settlement has identified a requirement to amend the Medium Term Financial Plan. Members were informed that a Seminar would be held on 21st November, in which the options for savings would be discussed. Special Scrutiny Committee Meetings have also been scheduled in December in order to scrutinise the savings proposals for the relevant portfolios.

It was agreed that as part of the process, consultation would be undertaken with Trade Union representation, and as such a meeting would be arranged in the next few weeks to discuss any proposals.

Following a full discussion, the Committee noted the content of report.

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

Gareth Hardacre outlined the contents of the Welsh Government Consultation Document relating to The Public Service Workforce Guidance. He advised that there are 2 existing codes in place, which are part of a series of documents issued by the UK and Welsh Governments with a view to dealing with what were perceived as potential disadvantages to:

- Public Sector staff who were transferred to a third party, usually as a result of an out-sourced contract; and
- Staff recruited by the contractor to work alongside the transferred workforce.

Members were asked to note that the document includes a revised Code of Practice on Workforce Matters and aims to ensure that new recruits would be employed on terms and conditions no less favourable than staff transferred to a new employer.

Members discussed the report and queried the changes around Pension arrangements. Officers responded, outlining the duty placed on the public body awarding the contract to monitor implementation of the Code by the Contractor.

Members were informed that the Trade Unions would make a submission to the consultation, as would the WLGA, on behalf of Local Authorities. Members were asked to consider the requirement of a submission by Caerphilly CBC on an individual basis, being mindful that the closing date for the consultation is the 20th December 2013, by which point the response will need to have been agreed by CMT and Cabinet.

**9. COLLABORATION**

Dave Street informed Members that the Regional Adoption Process, which is a collaborative project between Blaenau Gwent and Caerphilly, is making progress and there is an expectation that the service will be active by April 2014.

Gareth Hardacre explained that a paper would be presented to Cabinet outlining details of the Trading Services Standards Gwent Regional Collaboration, which Caerphilly would potentially be hosting. Trade Unions will be involved as requested.

Councillor Mrs. R. Passmore informed Members that a Consortia National Model of Regional Improvement is being established as a result of the Hill Report written by Robert Hill in April 2013. Members were informed that the Consortia would be funded via a transfer of funds out of the 2014-15 local government settlements. Working Groups are being established and Sandra Aspinall, Acting Deputy Chief Executive will be on the Group, which will be chaired by Robert Hill.

**10. ANY OTHER BUSINESS**

There were no other items for discussion.

**11. DATE OF FUTURE MEETINGS**

It was noted that the quarterly meetings for 2014 are scheduled for 29th January, 23rd April and 23rd July 2014. Special meetings would be convened if necessary.

The meeting closed at 2.44 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 29th January 2014 they were signed by the Chairman.

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CHAIRMAN