

Social Services JCC Meeting

Tuesday 3rd November 2015 - Sirhowy Room Ty Penallta

Attendees:

David Street, Corporate Director Social Services (Chair)
Jo Williams, Assistant Director Adult Services
Gareth Jenkins Assistant Director Children's Services
Robert Hartshorn, Head of Public Protection
Shaun Watkins, Interim HR Manager
Gary Enright, Branch Secretary, Unison
Neil Funnell Branch Secretary, GMB

Apologies

Mike Jones Interim Finance Manager
Terry Bendle, GMB Representative

| Agenda Item No | Issue | Action |
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| 1 | Welcome & Apologies DS welcomed everyone to the meeting. | |
| 2 | Minutes of meeting held on 12th May 2015 The minutes of meeting held on 12 th May 2015 were read and agreed as an accurate record. | |
| 3 | Matters Arising None | |
| 4 | MTFP DS advised that the Directorate's proposals for savings had now been finalised and would be presented to Scrutiny on the 23 rd November. DS added that the workforce were fully aware of the various proposals, and to date there had been little representation from staff. GE concurred and added that he had received few calls from concerned members. DS added that once proposals were confirmed or otherwise, work would begin. DS acknowledged that this would involve significant input for all concerned | |
| 5 | Christmas 2015 Working Arrangements DS explained that he was aware that discussions had taken place between Corporate Officers and Trade Unions with a view to agreeing a Local Agreement for working arrangements at Christmas 2015. Unfortunately, a suitable arrangement had not been agreed. DS expressed his concerns for the impact this could have for his Services over Christmas. GE and NF advised that they had been instructed by their Regional Offices not to deviate from the NJC for Local | |

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| | <p>Government Services advice that had already been circulated. GE added that he had agreed with Lynne Donovan (LD), Acting Head of HR and Organisational Development, to revisit the possibility of a Local Agreement early in the new year.</p> <p>As matters stood, it was planned for LD to take the NJC advice note back to CMT to seek approval for its adoption by Caerphilly for Christmas 2015</p> <p>A general discussion took place concerning the NJC advice and it was noted that staff scheduled to work on both the 26th and 28th December would be at a disadvantage as staff would only receive plain time for the 26th December, with the enhanced payment applying to the 28th December JW, RH and DS confirmed that this could result in operational issues in terms of securing available staff to cover shifts.</p> <p>Trade Union colleagues accepted this, but reiterated that they would have to adhere to the NJC advice.</p> <p>It was agreed that DS would discuss further at CMT.</p> | |
| 6 | <p>Any Other Business</p> <p>GE advised that he had received contact from several employees working at Ty Ni Children's Home who were unhappy regarding proposed changes to working patterns/rotas which would affect ability to work additional hours.</p> <p>GJ and SW explained that a new Manager had recently commenced duties, following a lengthy period without a Manager in place. The new Manager had identified various issues which were impacting upon the running of the home. This included issues concerning rotas and work patterns. Matters had also been compounded further by a number of sickness absences within the team.</p> <p>SW advised that the Manager was being supported by her line manager and HR in order to create a new rota, and possibly a move to a 4 weekly work pattern. SW advised that it was planned to meet with staff once proposals were drafted and Trade Unions would also be invited to attend and contribute.</p> | |