

Draft Minutes of the Local Joint Consultative Committee Meeting held 17th October 2007 at the Council Offices, Monkton Park, Chippenham at 2.30pm

Present:

Employer's side: Councillors D.B. Allen, J.M. Hartless and I.J. Henderson

Staff side: A. Inkpen and D. Jones (UNISON)

Officers Present: N. Appleby (Temporary Policy and Democratic Services Assistant), D. Burbidge (Chief Executive) and E. Orchard (Head of Human Resources).

LJCC19. Election of Chairman for the Meeting

Resolved that A. Inkpen (UNISON) be elected as Chairman for the meeting.

A. Inkpen in the Chair.

LJCC20. Apologies for Absence

There were no apologies for absence received.

LJCC21. Minutes

Consideration was given to the Minutes of the meeting of the Local Joint Consultative Committee held on 25th July 2007.

Resolved that the Minutes of the Meeting of the Local Joint Consultative Committee held on 25th July 2007 be approved and signed as a correct record.

LJCC22. Declarations of Interest

No declarations of interest were received.

LJCC23. Update on County-Wide Joint HR Policies

E. Orchard presented Report No. 5 which provided the Committee with an opportunity to see the final versions of the County-wide joint HR policies.

Issues discussed during the consideration of this item included:

- The 4 District Councils and County Council had formed an HR Transition Team which has been working on joint HR policies;
- Three key areas had been focused on: secondment, recruitment and consultative process;
- The Secondment and Recruitment Protocols were already in use;
- The Transition Team will be looking at other joint policies, including: people strategies and joint retention strategies; and
- UNISON was not totally convinced that agreed protocols will be adhered to by all parties.

LJCC24. Update on Internal Restructure

D Burbidge provided a verbal update on the Internal Restructure.

Issues discussed during the consideration of this item included:

- In some areas there are now Heads of Service and in others there are still Team Leaders, whose titles have changed to Managers;
- There is a need to get the right involvement on the Management Team;
- A Transition Executive has been created, consisting of D. Burbidge, L. Bell, S. Pangbourne and L. Robertson, which ties in the Transition Team and Management Team;
- Below the Transition Team are 3 sub-groups focusing on Communications, Process and Development;
- There is a need for attitudes to be correct, as unhappy Managers will filter the mood down to staff and affect motivation and morale;
- UNISON felt that there is a considerable degree of confusion amongst staff as to the current structure and that this is affecting morale; and
- UNISON felt that the membership of the Transition Team and how that membership came about should be made clear to staff.

LJCC25. Any Other Business

UNISON concerned that this Council's issues are not being listened to by County

UNISON felt that this Council's concerns and issues are not being considered by County. UNISON felt that a Chief Executive of the Unitary Council should be appointed before vesting day to give direction and listen to issues from all District Council's.

D. Burbidge stated that the Joint Implementation Board shared this view and that it had been expressed in a letter to the County Council.

Resolved that a further letter be sent to County Council stating this joint view.

The meeting concluded at 3.45pm.