

Draft Minutes of the Local Joint Consultative Committee Meeting held 13th June 2007 at the Council Offices, Monkton Park, Chippenham at 2.30pm

Present:

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

Staff side: A. Inkpen and B. Matthews (UNISON)

Officers Present: N. Appleby (Temporary Policy and Democratic Services Assistant), D. Burbidge (Chief Executive), E. Orchard (Human Resources & Payroll Team Leader) and S. Pangbourne (Acting Deputy Chief Executive).

LJCC1. Election of Chairman for the Meeting

Resolved that B. Matthews (UNISON) be elected as Chairman for the meeting.

B. Matthews in the Chair.

LJCC2. Apologies for Absence

There were no apologies for absence received.

LJCC3. Minutes

Consideration was given to the Minutes of the meeting of the Local Joint Consultative Committee held on 18th April 2007.

Resolved that the Minutes of the Meeting of the Local Joint Consultative Committee held on 18th April 2007 be approved and signed as a correct record.

LJCC4. Declarations of Interest

No declarations of interest were received.

LJCC5. Impact on Council Employees of the proposed Unitary Council

E. Orchard gave a verbal update on the current position with regard to the One Council for Wiltshire Bid and the known impacts on employees.

Issues discussed during the consideration of this item included:

- A response to the bid can expected by the 26th July 2007;
- Written 'Question & Answers' from recent meetings with staff have been supplied to all employees and will be circulated to Members;
- UNISON stated that their formal decision is against the proposals of the Unitary bid;
- Human Resources are meeting with the other district authorities to consider numerous issues that may arise if the bid is successful including, vacancy management, severance packages and what will need to be done if the bid does not go ahead; and
- UNISON raised the fact that despite promising to do so, Wiltshire County Council had still not made available the raw financial data on which this bid has been based.

LJCC6. Restructure Update

D. Burbidge gave a verbal update on the current position of the Management restructure.

Issues discussed during consideration of this item included:

- Impact of the Unitary bid can be felt in the reduction of applications for vacancies;
- Heads of Service application deadline has not yet passed. Once passed will know if there have been sufficient applications and will be able to make a decision on the next step;
- UNISON confirmed that whilst they had concerns with the outcome they were content that the Peodesy system had been properly applied in the evaluation of Service Head posts and that any problems that arose were as a result of shortcomings in the Peodesy system that had previously been identified;
- UNISON's concern with impact on morale of Team Leaders, which may be filtering down through their teams; and
- Need for Team Leaders to react positively and communicate this to their teams.

LJCC7. Collective Agreement on Pay and Rewards

E. Orchard gave a verbal report on the current position of the Collective Agreement on Pay and Rewards.

Issues discussed during the consideration of this item included:

- Waiting on the results of the processing of the NWDC Pay Model to be supplied by the County Council to add to the agreement;

- Once completed, the Collective Agreement will be passed to UNISON for approval at local level;
- If Collective Agreement approved by UNISON at local and regional level, it will then be passed to the National Head Office for consideration; and
- UNISON stressed the need for confidentiality until a decision has been made at national level.

LJCC8. Equality Policy

UNISON raised their concern that some individuals feel that equality in training is not apparent.

Issues discussed during consideration of this item included:

- Individuals have the opportunity to arrange training through their 'Training & Development' form;
- That the CMB are concerned if this system is not working;
- The first draft of the 'Training Plan' will be ready by the end of June for consideration by the CMB; and
- Appraisals are currently being undertaken.

Resolved that the CMB will investigate issue and report back to the Local Joint Consultative Committee.

LJCC9. Any Other Business

Concern with Mr Eric Pickle's MP statement regarding smoke-free legislation

UNISON stated concern at a statement by Mr Eric Pickles MP regarding the enforcement of smoke-free legislation by local Council's Enforcement Officers. UNISON were unhappy with the language and tone of the statement and request that the portfolio holder make a statement in response.

Resolved that the Chief Executive and the Members of the Local Joint Consultative Committee will request that a statement is made in response.

Whistle Blowing Policy

E. Orchard informed the Committee that a number of updates had been made to the Whistle Blowing Policy. Suggested amendments to the updates were discussed.

Resolved that UNISON provide E. Orchard with feedback on the Whistle Blowing Policy within seven days. Policy will then be passed to the Personnel, Licensing and Administration Committee for consideration.

Pension Scheme Review

E. Orchard informed the Committee that recent developments in pension issues meant that further consultation would be necessary.

Recommendation to the Personnel, Licensing and Administration Committee that the 'Pension Review Group' be resumed.

The meeting concluded at 3.50pm.