

**LOCAL JOINT
CONSULTATIVE
COMMITTEE**

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Minutes of the Local Joint Consultative Committee Meeting held on 22nd October 2008 at the Council Offices, Monkton Park, Chippenham at 3.30pm

Present:

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

Staff side: A. Inkpen (Unison)

Officers Present: D. Burbidge (Chief Executive), E. Orchard (Head of Human Resources), and C. Symes (Democratic Services Assistant)

LJCC9. Election of Chairman for the Meeting

Resolved that A. Inkpen be elected as Chairperson for the meeting.

A. Inkpen in the Chair.

LJCC10. Apologies for Absence

No apologies were received.

LJCC11. Minutes

Consideration was given to the Minutes of the meeting of the Local Joint Consultative Committee held on the 6th August 2008.

Resolved that the Minutes of the Meeting of the Local Joint Consultative Committee held on 6th August 2008 be approved and signed as a correct record.

LJCC12. Declarations of Interest

No declarations of interest were received.

LJCC13. Maternity Policy Changes

E. Orchard gave a verbal update.

A summary of the update is given below:

New legislation was brought in which means that essential user car allowance is paid for the whole of the maternity leave period;

The notice period for returning to work has been shortened to 7 days if coming back early; and

Bank holidays accrue during the whole period of maternity leave.

Resolved that the Local Joint Consultative Committee note the update.

LJCC14. One Council for Wiltshire Update

E. Orchard gave a verbal update.

A summary of the update is given below:

The appointments process was approved by Implementation Executive not with-standing the Unions position;

Job evaluations were being carried out but the scores would not have an effect on pay. Employees would be informed of their score at some time from mid-November onwards;

Service Directors were working on structures and staffing lists;

At the end of December the majority of staff would be aware of their position within the unitary council;

Staff morale was holding up well in the circumstances; and

Work was done to provide a comparison in the number of leavers, contract and agency staff between North Wiltshire District Council and other authorities along with a comparison with North Wiltshire District Council figures from last year for the next meeting of LJCC.

Resolved that the update be noted. E. Orchard to report back at the next meeting with comparison figures.

LJCC15. Pay and Rewards Update

E. Orchard gave a verbal update.

A summary of the update is given below:

During the period of arbitration the National Joint Councils of both sides have agreed to implement, in November, the Employers' offer of 2.45% which was backdated to the 1st April 2008, there would be an extra £100 per annum for employees on 4,5 or 6 scale with arrears paid in December; and

Job evaluation scores as a result of the moderation exercise relate to the appointment process and would not affect pay grade.

Resolved that the update be noted.

LJCC16. Any Other Business

There was no other business.

The meeting started at 3:30pm and finished at 4.15pm.