

MEMBERS/TRADES UNIONS JOINT CONSULTATION AND SAFETY PANEL

Minutes of the Special meeting held on Monday 11 November 2002, at the Town Hall, Royal Leamington Spa at 4.00 p.m.

PRESENT:

EMPLOYERS SIDE: Councillors Copping, Darmody, Hammon and Kirton.

(Councillor Kirton substituted for Councillor Short).

TRADES UNIONS SIDE: Mr A Crump, Miss R Gray, Mrs H Hayward and Mrs J Webb.

(Mr A Crump substituted for Mr A E Foster).

(Miss R Gray substituted for Mr A Rybicki).

ALSO IN ATTENDANCE: Miss J Barrett (Chief Executive) and Ms Karen Pearce (Corporate Personnel Manager).

Councillor Darmody in the Chair

1. COUNCILLOR JOE SHORT AND MR TONY FOSTER

The Panel asked that their best wishes for a speedy recovery be sent to both Councillor Short and Mr T Foster.

2. DECLARATIONS OF INTEREST

There were no declarations of interest made.

3. MINUTES

The minutes of the meeting held on the 23 September 2002, having been printed and circulated were taken as read and signed by the Chair as a correct record.

4. JNC PAY

The Panel considered a report from Corporate Personnel Services seeking consent for issues of disagreement on the implementation of the JNC Pay Review to be referred to the Joint Secretaries for conciliation.

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At their meeting on 23 September 2002, both members and the unions had agreed that recommendation 5.2 should be accepted. GMB:MPO had since indicated that they were willing to discuss a scheme for new employees, but not those currently in post who had not yet reached the third increment.

The recommendations were voted on together and as there was not a majority on either side of the Panel no action could be taken.

The first area of disagreement had been between the options for existing employees. These were:-

- A) The criteria shown in the appendix 1 of the report be used to develop a scheme to determine the continued payment of the third increment after March 2003, to those staff who had already received payment.
- B) All JNC staff who were due the third increment of their scale now would be paid the increment on the basis of the annual appraisal for 2001/2002 and should maintain that increment without further assessment.

The second area of disagreement had been the application of the third increment to staff who had not yet reached that place on their pay scale. The Managements' view had been that these should be treated the same as new employees and subject to the scheme agreed with the Trades Union. The Union view was that these employees should be treated the same as those who had already reached the top of the scale, in other words receive their third increment on the basis of an annual appraisal.

The Constitution stated that in the event that the Joint Panel were unable to arrive at a resolution the matter of dispute should be referred by a majority of each side to conciliation or, as appropriate, to West Midlands Provincial Council or a mechanism for binding arbitration. It was agreed, therefore, that the areas of disagreement be referred to the Joint Secretaries for consultation.

RECOMMENDED that

- (1) the Union and Management jointly agree a scheme for the assessment of new employees, and
- (2) the two areas of disagreement be referred to the Joint Secretaries for conciliation.

5. RESTRUCTURING THE COUNCIL

The Panel considered a briefing pack setting out the proposals for the restructuring of the Council. The Senior Management Team had been considering the challenges facing the Council and how best to respond to them. This process had continued over the past two years with a concentrated consideration of all the influences affecting the future of the Council both internal and external, having taken place since April this year.

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Senior Managers had reached a number of conclusions that were set out in the briefing pack attached to the report. The pack was being used by all Managers to brief their staff on the proposed changes to the Council including changes to the structure. This Panel was part of the consultation process between the Council and the recognised trade unions and therefore it should have the opportunities to discuss the proposals that were being put before staff.

It was reported that there had been a joint GMB:MPO/UNISON meeting on Friday 8 November, 2002 and the response would be reported to the Chief Executive at a meeting taking place on Wednesday 13 November, 2002.

RECOMMENDED that the report be noted.

(The meeting ended at 4.07 p.m.).