

**JOINT CONSULTATIVE COMMITTEE FOR LOCAL GOVERNMENT EMPLOYEES –
12 June 2018**

Motherwell, 12 June 2018 at 2 pm.

A Meeting of the **JOINT CONSULTATIVE COMMITTEE FOR LOCAL GOVERNMENT
EMPLOYEES**

PRESENT

M. Quigley, UNISON, Convener; Councillor Duffy, Vice-Convener; Councillors Douglas, Kelly, Logue, H. McVey and Stocks; P. Cairns, C. McGuire and D. Murphy, GMB; J. Baxter, W. Shearer, J. Watson and A. Whisker, UNISON, and P. O'Hara and J. Rooney, Unite (T & G).

CHAIR

M. Quigley, UNISON (Convener) presided.

IN ATTENDANCE

The Head of Business, Organisational and People Solutions; Employee Relations Manager; Employee Service Centre Manager; Talent and Organisation Development Manager, and Administrative Officer (Legal and Democratic Solutions).

APOLOGIES

Councillors Cochrane, Feeney, Goldsack and Alan Valentine, B. Fletcher, GMB and M. Scroggie, Unite (T & G).

**DECLARATIONS OF INTEREST IN TERMS OF THE ETHICAL STANDARDS IN PUBLIC LIFE ETC.
(SCOTLAND) ACT 2000**

1. There were no declarations of interest.

**MINUTE OF MEETING OF THE JOINT CONSULTATIVE COMMITTEE FOR LOCAL GOVERNMENT
EMPLOYEES OF 20 MARCH 2018**

2. There was submitted the Minute of the Joint Consultative Committee for Local Government Employees of 20 March 2018.

In respect of paragraph 10, Joanne Baxter, UNISON requested further information regarding the Pupil Equity Fund. The Head of Business, Organisational and People Solutions advised that she would contact officers within the Education Service and provide Joanne Baxter with an update in due course.

Decided: that the terms of the Minute be noted.

UPDATE REPORT

3. There was submitted a report by the Head of Business, Organisational and People Solutions, providing further information in respect of the four weekly pay cycle, the Apprenticeship Charter, the ongoing Policy reviews, the TUC Dying to Work Charter and the Scheme of Delegation for staffing changes, which advised that (1) agreement had now been reached with the Assistant Chief Executive (Infrastructure) regarding the four weekly pay cycle and that the proposal would be fully re-visited with appropriate input, including consultation with staff and joint Trade Unions, as to the most appropriate

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way forward; (2) the Council currently complied with the majority of the Apprenticeship Charter's requirements, attached as Appendix 1 to the report, and that this would be included in the Council's current review of apprenticeships, with a view to signing up to the Charter as soon as practicable; (3) the revised Code of Conduct, the Reward and Recognition Policy and associated employee benefits, and the revised Smarter Working Policy had been reviewed and approved by the Enterprise and Housing Committee on 10 May 2018 and that (a) all policies had been the subject of full consultation with the joint Trade Unions, and (b) staff had already been advised of the changes made to some of the policies and further communication would take place before the end of June 2018; (4) the TUC Dying to Work Charter had been approved by the Council and dates were now being sought to facilitate a public signing of the Charter, and (5) with regard to the Scheme of Delegation, (a) small changes to staffing structures or individual roles below Head of Service level would be managed and approved by the Assistant Chief Executives and Core CMT, with joint Trade Union consultation arrangements for these changes being made through Service JCCs, and (b) larger scale and more complex structure changes would be taken to the relevant Committee following consultation with both staff and Trade Unions.

Thereon, there was a full discussion on the Apprenticeship Charter and, thereafter, Members agreed to sign up to the Apprenticeship Charter.

The Employee Relations Manager spoke to the Policy reviews and advised of the main changes to the Smarter Working Policy, the Employee Code of Conduct and the Reward and Recognition Scheme, as well as the development of the Work Well NL Programme.

Following an enquiry from John Watson, UNISON, on when a report on the Flexible Retirement Scheme would be available, the Employee Relations Manager advised that a report would be submitted to a future meeting of the Enterprise and Housing Committee.

The Trade Union representatives then expressed concern that some members of staff still did not have access to their payslips and following discussion it was proposed that an update report on iTrent with regard to access to payslips be submitted to the next meeting of the Committee on 2 October 2018.

Decided:

- (1) that the Council sign up to the Apprenticeship Charter;
- (2) that a further report be submitted to the next meeting of the Committee providing an update on iTrent with regard to access to payslips for staff members, and
- (3) that the update on the Policy Reviews be noted.

CONVENER'S REMARKS

The Convener thanked the members of the Committee for their help and assistance in her year as Convener.