

**JOINT CONSULTATIVE COMMITTEE FOR LOCAL GOVERNMENT EMPLOYEES –  
11 December 2018**

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**Motherwell, 11 December 2018 at 2 pm.**

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

**PRESENT**

Councillor Duffy, Convener; Councillors D. Ashraf, Cochrane, Douglas, Feeney, Goldsack, Kelly, Logue, Stocks and Alan Valentine.

C. McGuire, GMB; M. Scroggie and J. Rooney, Unite (T & G) and A. Clark, F. Davidson, J. Struthers and A. Whisker, UNISON.

**CHAIR**

Councillor Duffy (Convener) presided.

**IN ATTENDANCE**

Head of People and Organisational Development; Head of Strategic Communication; Employee Relations Manager; Employee Service Centre Manager, HR Business Partnership Manager; Talent and Organisational Development Manager and Committee Officer.

**APOLOGIES**

Councillor H. McVey; B. Fletcher, GMB, and J. Baxter, M. Quigley (Vice Convener), J. Watson and W. Shearer, UNISON.

**The Convener exercised his discretion to vary the Order of Business as hereinafter Minuted.**

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

1. Prior to consideration of the business on the Agenda:-

Declarations of Interest were received from Members, details of which are set out below:-

Councillors Logue and Stocks, by virtue of their role in the work of the North Lanarkshire Fairness Commission, declared an interest in paragraph 3 "Fairness Commission Report – Summary of Recommendations" and took no part in the consideration thereof.

**MINUTE OF MEETING OF THE JOINT CONSULTATIVE COMMITTEE FOR LOCAL GOVERNMENT  
EMPLOYEES OF 2 OCTOBER 2018**

2. There was submitted the Minute of the meeting of the Joint Consultative Committee for Local Government Employees held on 2 October 2018.

**Decided:** that the terms of the Minute be noted.

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Councillors Logue and Stocks, by virtue of their role in the work of the North Lanarkshire Fairness Commission, having each declared an interest in the following item of business, took no part in its determination.

**FAIRNESS COMMISSION REPORT - SUMMARY OF RECOMMENDATIONS**

3. With reference to paragraph 2 of the Special Meeting of the Policy and Resources Committee held on 13 November 2018 when it had been agreed that the report on the North Lanarkshire Fairness Commission be noted, and that the Chief Executive prepare a report setting out the Council's response to the Commission's 16 recommendations for the Council and its Community Partners, there was submitted a summary of the 16 recommendations of the Fairness Commission Report.

Thereon, the Head of Strategic Communication was heard in further explanation of the Fairness Commission Report in particular those recommendations which had an impact on staff. He further advised that discussions had also been undertaken with Community Planning Partners and a further report would be submitted to the appropriate Committee in early 2019.

Following a discussion on the Fairness Commission Report and its recommendations, it was agreed that information relating to the utilisation of the Pupil Equity Fund would be circulated to all Members of the Committee.

**Decided:**

- (1) that the Head of People and Organisational Development circulate the information relating to the utilisation of the Pupil Equity Fund to all Members of the Committee, and
- (2) that the report be otherwise noted.

**NL LIFE - REWARD AND RECOGNITION FRAMEWORK**

4. With reference to paragraph 9 of the Minute of the meeting of the Enterprise and Housing Committee held on 10 May 2018 when, inter alia, it had been agreed to note (1) the progress on the development of the proposed Reward and Recognition Framework, and plans for ongoing development in the context of the Business Plans and Council ambition, and (2) the approach outlined to establish the NL Reward and Recognition Programme incorporating Work Well NL, there was submitted a report by the Talent and Organisational Development Manager providing a brief update on the Council's Reward and Recognition Framework ("NL Life") (a) outlining the background to NL Life which launched on 1 August 2018; (b) intimating that NL Life consisted of three strands - Reward and Recognition NL; Work Well NL, and Learn NL; (c) providing an overview of the benefits to employees from each strand of NL Life; (d) updating Members on the Cycle to Work Scheme, Childcare Vouchers/Tax Free Childcare and Shared Cost Additional Voluntary Contributions; (e) detailing the next phases of the Scheme, which would involve employees, through focus groups and surveys, gathering feedback and exploring additional benefits, and (f) advising that a number of employees had expressed an interest in volunteering opportunities, and that a further report would be submitted to a future meeting of the appropriate Committee to consider options to facilitate this.

Thereon the Talent and Organisational Development Manager was heard in further explanation of the report and responded to Members' questions.

**Decided:** that the report be otherwise noted.

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**iTRENT**

5. With reference to paragraph 5 of the Minute of the meeting of this Committee held on 2 October 2018 when, inter alia, it had been agreed to note progress to date and the next stage of the roll out of the iTrent system, the Employee Service Centre Manager advised that access to the system continued to increase and IT facilities for front line staff were being arranged. She further advised that the roll out of the self service facilities would continue in 2019.

Following discussion and questions from the Trade Union representatives, it was agreed that the Employee Service Centre Manager would continue to arrange access to the iTrent system for those employees currently unable to access the system.

**Decided:** that the report be otherwise noted.

**DIGITALNL**

6. With reference to paragraph 6 of the Minute of the meeting of this Committee held on 2 October 2018 when, inter alia, it had been agreed that a further report be submitted to a future meeting of the Committee once the DigitalNL Projects to be put forward as a Business Case had been finalised, the Employee Relations Manager advised (1) that PricewaterhouseCoopers (PWC) had now prepared the report on the Business Case and a meeting with Trade Union representatives would be arranged to discuss the report, following which a further report would be submitted to the appropriate Committee in early 2019.

**Decided:** that the update be noted.