

**MINUTES OF THE COUNCIL AND EMPLOYEE JOINT CONSULTATIVE COMMITTEE
MONDAY, 25 JULY 2011**

Councillors Onwukwe (Chair), Meehan (Vice-Chair), Kober, Dogus, Goldberg and Bloch

Apologies Councillor Newton

Also Present: Flora Onwukwe (Chair), Sean Fox, Andrea Holden, Keith Henderson, Gerard McGrath, Steve McKenzie, Danny Spencer, Chris Taylor.

MINUTE NO.	SUBJECT/DECISION	ACTION BY
PRCE70.	<p>APPOINTMENT OF CHAIR AND VICE-CHAIR OF THE COMMITTEE FOR THE MUNICIPAL YEAR 2011/12</p> <p>NOTED that it was the turn of the Employees' Side to nominate a Chair for the municipal year. The Clerk asked for nominations.</p> <p>Sean Fox nominated Flora Onwukwe; this was seconded by Gerard McGrath and it was:</p> <p>RESOLVED that Flora Onwukwe be appointed Chair of the Joint Committee for the municipal year 2011-12.</p> <p><i>Clerk's note: Flora Onwukwe in the chair.</i></p> <p>The Chair sought nominations for a Vice Chair from the Employer's Side. Councillor Kober nominated Councillor Meehan; this was seconded by Councillor Dogus and it was:</p> <p>RESOLVED that Councillor Meehan be appointed Vice Chair of the Joint Committee for the municipal year 2011-12.</p>	
PRCE71.	<p>APOLOGIES FOR ABSENCE</p> <p>An apology for absence was received from Councillor Newton.</p>	
PRCE72.	<p>URGENT BUSINESS</p> <p>There were no urgent items.</p>	
PRCE73.	<p>DECLARATIONS OF INTEREST</p> <p>NOTED that members from both the Employees' and Employer's Sides who were members of the Council's Local Government Pension Scheme declared personal interests in agenda item 9 – Local Government Pension Scheme (pages 5-6 of the agenda pack).</p>	

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<p>PRCE74.</p>	<p>MINUTES</p> <p>The minutes of the meeting held on 31st March 2011 were agreed as a correct record and were signed by the Chair.</p>	
<p>PRCE75.</p>	<p>MATTERS ARISING</p> <p>Sean Fox highlighted minute PRCE68 – Pay Freeze 2011-12 (page 2 of the agenda pack) and informed the Committee that action had been taken to resolve the concerns of the union that the pay freeze would be unfair for the lowest paid workers. He was pleased that the authority had committed to paying the London Living Wage and as a result this made a positive difference to approximately 400 staff.</p>	
<p>PRCE76.</p>	<p>GMB UNION FACILITY TIME</p> <p>Keith Henderson (GMB) stated that further to the review of Trade Union time off arrangements GMB disputed that it had been allocated only one day a week for time off for union activities and contended that three days a week was a reasonable request. Keith explained that the new local GMB representative, Danny Spencer, would work along side the current external representative until he was fully trained to take over the GMB union duties for Haringey himself. It was highlighted by the Employer's Side that the secondment arrangement (where GMB purchased time from external GMB representatives) had been terminated by the Council due to a lack of attendance at corporate meetings.</p> <p>The Employer's Side, including both councillors and officers, acknowledged the amended figures for membership submitted by GMB and assured the union that the formula would be applied to these new figures to ensure the union received its correct entitlement for time off. Under delegated powers the Head of Human Resources would obtain verification of the number of GMB members and would consider the number of cases dealt with by the union (as per the formula) to justify any case for an increase in the allocated time off allowance. The Council also provided extra time off for the preparation of employment cases and allowed union representatives time off to attend case hearings and council meetings as well as additional time off for training. It was requested that the formula for calculating trade union time off be re-circulated to the Employee's Side. Action – Head of Human Resources</p> <p>It was noted that GMB had not made representations at previous stages of consultation with unions before the formal cross party decision on trade union time off arrangements had been taken. The Council had, in fact, received a message from the external GMB representative, Dave Powell, giving his apologies for one of the consultative meetings on the trade union time off arrangements and stating that he had no concerns about the proposals. The HR team would provide a copy of the contemporaneous note to GMB. Action – Head of Human Resources</p> <p>RESOLVED that the Human Resources department verify the new</p>	

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	<p>figures for memberships provided by GMB and apply the formula for the allocation of time off and amend the time allocated to GMB if required.</p>	
<p>PRCE77.</p>	<p>TERMS AND CONDITIONS</p> <p>The Committee received a verbal update from the Assistant Chief Executive, Stuart Young, on the Council's review of the employee terms and conditions. It was noted that Council officers had met with trade unions on six occasions resulting in useful discussion of the terms and conditions and establishment of the scope of areas which could be considered towards the £2.5 million saving required. A third of the Council's workforce had responded to the consultation survey about terms and conditions and the results were being analysed. Further meetings with unions were scheduled for August and proposals would follow.</p> <p>Sean Fox (UNISON) expressed concerns that some of the questions in the survey were unhelpful, particularly question 2, which suggested that the £2.5 million saving could be achieved by a reduced pay award.</p> <p>Sean also expressed that the union felt that if the option for the reduction of staff hours had been publicised and given more clarity the number of employees offering to shorten their hours would have increased, which could reduce the need for further redundancies.</p> <p>The Leader emphasised the Employer's Side's desire to work with the unions and the political leadership to avoid redundancies where possible and the unions comments would be taken on board.</p> <p>NOTED</p>	
<p>PRCE78.</p>	<p>LOCAL GOVERNMENT PENSION SCHEME</p> <p>The Committee received the representation by UNISON (page 5 of the agenda pack) introduced by Sean Fox, supporting the motion submitted by Councillor Watson (and amended by Councillors Strang and Whyte) at the full Council meeting on 18th July 2011 on 3.2% increase in the Local Government Pension Scheme (LGPS) employee contributions announced by the Government.</p> <p>Sean explained that UNISON had concerns that the level of employees withdrawing from the LGPS could be as high as 50%. Sean also commented that the Government's recent consultation on the Fair deal for Pensions framework, where private contractors would not longer be required to provide comparable pensions, would prevent low paid workers from remaining in the pension scheme.</p> <p>The Cabinet Member for Finance and Carbon Reduction agreed that pensions should become more, rather than less, affordable in the future.</p> <p>NOTED</p>	

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PRCE79.	NEW ITEMS OF URGENT BUSINESS There were no new items of business.	
PRCE80.	DATE OF NEXT MEETING NOTED that the next meeting would be held on 7 th November 2011 at 7.30pm. The meeting ended at 20:20 hours.	

FLORA ONWUKWE

Chair