

Decision List

COUNCIL & EMPLOYEE JOINT CONSULTATIVE COMMITTEE

17 OCTOBER 2005

ITEM	SUBJECT/DECISION	ACTION BY:
1.	APOLOGIES FOR ABSENCE: Apologies received from Cllrs Hillman and Meehan and from Maxine Slater, Cindy Westcarr, Cyril Andrews, Sean Fox, Sue Garnett and Peter Brown.	
2.	DECLARATIONS OF INTEREST: Gerald McGrath declared that he was a member of the ALMO Board.	
3.	MINUTES and MATTERS ARISING: RESOLVED: That the minutes of the meeting held on 3 February 2005, be confirmed and signed. There were no matters arising.	Ctte Sec
4.	URGENT BUSINESS: There were no matters of urgent business submitted.	

<p>5.</p>	<p>EQUAL PAY AND CONDITIONS REVIEW:</p> <p>The JCC is to monitor the progress of the Equal Pay Review. The progress is to schedule.</p> <p>One hundred and thirty jobs are to be evaluated. Fifty have been completed so far. The information from these evaluations will be shared with the trades unions.</p> <p>A member group on the topic has met on 27th September and will meet again on 16th November. Before the next meeting of General Purposes Committee, negotiations will be started with the trades unions.</p>	<p>Head of Personnel</p>
<p>6.</p>	<p>EX-CSS STAFF:</p> <p>Correspondence has been taking place on the matter. A pay deal has been offered and not implemented yet. The unions asked for an explanation of the delay and for a deadline to be set.</p> <p>Cllr Wynne is to discuss the matter with the Director of Social Services. There will be a meeting on the 24th of October to resolve the issue. A report is to be prepared for the Committee on the topic.</p>	<p>Executive Member & Director of Social Services</p>
<p>7.</p>	<p>SECONDMENT OF STAFF TO THE ALMO:</p> <p>Members of the Shadow Board declared an interest.</p> <p>The trades unions</p>	<p>Head of Personnel</p>
<p>8.</p>	<p>EQUAL PAY & CONDITIONS REVIEW AND ADOPTION OF GLPC JOB EVALUATION SCHEME:</p> <p>An update was given on progress to date and the adoption of GLPC job evaluation scheme. This had already been approved by GP and a meeting was scheduled for 15th July 2005. The Unions had agreed the approach and discussions had been initiated. The grading structure was to be agreed prior to April 2006.</p>	<p>Head of Personnel</p>

<p>9.</p>	<p>PERSONNEL POLICY/ PROJECT PROGRAMME 2005-06:</p> <p>Head of Personnel informed Members of the policies and projects during the current year. Policy issues would be discussed at GP. It was suggested that this topic be established as a standing agenda item, with an updated schedule for future meetings. Target dates were to be monitored by personnel, who would be held to account on the target dates.</p>	<p>Head of Personnel</p>
<p>10.</p>	<p>VIOLENCE AT WORK POLICY:</p> <p>The target date of 4th July for this policy to go to GP was subsequently delayed until a future meeting. The TU's considered this to be straightforward, although they were concerned at the time taken to progress. A corporate policy was required, as evidenced by most public sector employees. The policy was now on the agenda for GP on 25 July 2005. Head of Personnel gave an assurance that this would be implemented with both the policy and associated statement to follow. This was already in place for school based staff.</p>	<p>Head of Personnel</p>
<p>11.</p>	<p>SUBSISTENCE ALLOWANCES:</p> <p>These allowances have been frozen since 1997, with the National agreement having been extended. The unions were unhappy with this situation, with the claim not having been resolved. They did not accept this as part of the equal pay review which had an implementation date of April 2007. The allowances should be uprated with inflation. The Head of Personnel said that it would be uncoupled, but must be part of the equal pay review, terms and conditions of service. Proposals would be put to the unions, with further discussions to take place. The status quo of frozen allowances would, therefore, stay in place until debate had taken place and a local replacement had been agreed. The JCC would be updated on how negotiations progress.</p>	<p>Head of Personnel</p>

12.	<p>FINANCIAL REPORT TO EXECUTIVE:</p> <p>There was no explicit funding for the equal pay review / single status in the report presented to the Executive. Two points were raised:</p> <ul style="list-style-type: none"> o Forecasts for future pay increases were included in the figures to the executive. However, higher figures may be agreed. o The assumption had been made that single status would be introduced on a 'no additional cost' basis. The costs of single status were part of the ongoing negotiations. <p>Head of Personnel pointed out the difference with the health service and agenda for change. Costs associated with the work would be different to council funding and within the totality of the council budget. The feasibility study had identified 180 jobs and a model had been constructed against this, with costings for the different models. The report was noted, to be discussed with Director of Finance.</p>	Head of Personnel / Director of Finance
13.	<p>SOCIAL WORKERS - ADDITIONAL PAYMENTS:</p> <p>As part of the improvement and retention package, social workers in Children's Services and Adults and Older People had their reward package reviewed. This was dependent upon their qualifications.</p>	
	<p>The Adult service was on lower rates than other social workers in Haringey. It was pointed out that :</p> <ul style="list-style-type: none"> o Recruitment in this way was only a short-term solution and did not generally solve recruitment and retention problems. o Adult social workers had parity of pay with other social workers. Parity was required with all other social workers in Haringey. <p>There was already an awareness of the issue. Discussions would continue and would be included in a later agenda.</p>	Head of Personnel
14.	<p>NEW ITEMS OF URGENT BUSINESS:</p> <p>There were no new items of urgent business.</p>	
15.	<p>DATES OF NEXT MEETINGS;</p> <p style="text-align: center;">Monday, 17 October 2005 Monday, 16 January 2006 Tuesday, 14 March 2006</p>	
	<p>The meeting ended at 21:30</p>	

YUNEA SEMAMBO
Head of Member Services
(Council)
Civic Centre
High Road
Wood Green
London
N22 8LE

DAVID S FISHMAN
Principal Support Officer
Tel: 020 8489 2615
Fax: 020 8489 2660
[mailto : david.fishman@haringey.gov.uk](mailto:david.fishman@haringey.gov.uk)