

## ***RE-ORGANISATION COMMITTEE***

At Clydebank and within the Council Chambers, Town Hall, Dumbarton Road there on Friday, 13th October, 1995.

***Present:*** Councillors Anthony Devine (LAB), Mary Campbell (LAB), Daniel McCafferty (LAB), Andrew White (LAB), James Flynn (LAB), William Kemp (IND), John Wailes (SNP), James McElhill (SNP).

***Attending:*** Ian Leitch, Depute Chief Executive and Solicitor to the Council; John Bak, Head of Personnel and Training and Mary Cullen, Head of Corporate Policy and Public Relations.

***Representing Trade Unions:*** Mrs. Kay Wallace (SSTA), Ms. Denise McCardle (UNISON), Vincent Hanna (EIS), Andrew Baird (TGWU), Peter McNichol (TGWU) and John Kelly (NAS/UWT).

***Councillor Anthony Devine in the Chair.***

## ***TRANSFER SCHEME***

There was submitted Circular 4/95 dated 30th June, 1995 from the Local Government Staff Commission (previously circulated) entitled "Preparation and Agreement of Transfer Scheme". The Head of Personnel and Training advised the Committee of the up to date position of the scheme submitted by the three authorities.

Following questions raised by UNISON the position was noted.

## ***"MATCHING" CIRCULAR - STAFF COMMISSION***

There was submitted circular 9/95 dated 9th October, 1995 from the Local Government Staff Commission (Scotland) (previously circulated) entitled "Matching Individuals to Posts in the New Council".

Following consideration and having heard the Head of Personnel and Training, the Committee noted the position at this stage.

## ***INDUSTRIAL RELATIONS – CONSULTATION/NEGOTIATION FRAMEWORK***

There was submitted report by the Head of Personnel and Training (previously circulated) entitled "Industrial Relations - Consultation/Negotiation Framework". The Chairman asked the Committee to consider the report page by page and as regards item 3.5 - Full-time Convener, the Committee agreed that the role of Convener be considered having regard to the interest of Shop Stewards or Departmental Representatives of individual Trade Unions and that the matter be further considered at the next meeting. It was also acknowledged that any implications arising from the vacation of posts through appointment of Conveners

would require to be considered. With regard to paragraph 3.7 - Departmental/Works Committees, the Committee after hearing Mr. Baird agreed that the heading should be Local Joint Committee. With regard to paragraph 3.8 - Direct Negotiations, Councillor McElhill raised the question that in the last sentence thereof, the word "appropriate" should be deleted and substituted by "all Members". However, having heard the Depute Chief Executive and Solicitor to the Council who explained the need to avoid prejudicing Members' interests, the Committee agreed to accept the proposed wording. With regard to paragraph 3.9, opposing views were expressed by Trade Union representatives on the question of Member involvement at JCC level. It was agreed that the Trade Unions should submit their views to the Head of Personnel and Training on the advantages and disadvantages involved and that these be reported to the next meeting.

Following further consideration and an exchange of views, and as recommended in the report, the Committee agreed as follows:-

- (a) To establish three Joint Consultative Committees as outlined.
- (b) Establishing full time Convener positions in respect of the three categories identified but that the Head of Personnel and Training should report further on details.
- (c) To approve the concept of Departmental/Works Committees for development post vesting day subject to a change of name to Local Joint Committee.
- (d) To continue considering delegating responsibility for matters of direct negotiation to the Head of Personnel and Training.
- (e) To continue the question of developing mechanism at Member level for addressing any failure to agree at Officer level.

With regard to the draft JCC Constitution it was agreed that arising from the decision in relation to paragraph 3.7 the Joint Consultative Committee be not referred to as the "Local Joint Committee".

It was also suggested by the Trade Unions that:-

- (1) With regard to paragraph 2(f), full-time Trade Union officials be ex officio members of the Committee;
- (2) In relation to paragraph 4, facility be provided for joint secretarial arrangements;
- (3) Paragraph 5(d) be reworded to provide for only relevant schemes of re-organisation to be considered while those with more restricted trade union interest be dealt with under different arrangement;
- (4) The frequency of meetings as provided under paragraph 6(a) should reflect the Council's meeting cycle;

- (5) The quorum of the Committee (paragraph 7) be 50% of the representatives on both sides.

Clarification was given on paragraph 9 in response to concerns expressed regarding the requirements for signing meeting Minutes.

### ***SETTLING UP OF A STAFF "SWAP SHOP"***

This item had been placed on the agenda at the request of the TGW Union.

Following consideration and having heard Mr. Baird, the Committee agreed that he should send a letter to the Head of Personnel and Training outlining his ideas and that at the next meeting the Head of Personnel and Training should submit a paper on the pros and cons of the idea of a "swap shop".

### ***DATE OF NEXT MEETING***

After hearing the Chairman, the Committee agreed that it be left to the Chairman and Officers to arrange the next meeting which would be held in the Municipal Buildings, Dumbarton.

It was agreed that the Trade Union representatives should submit in writing as soon as possible any views which they wished to be considered in relation to matters which had been discussed and recommendations or suggestions which they would wish to be included on the next agenda. These views, recommendations or suggestions to be forwarded to the Head of Personnel and Training.

After hearing Councillor Devine further thereon, the meeting noted that a room would be made available approximately half an hour before a meeting to enable the Trade Union representatives to discuss matters amongst themselves.

### ***SECOND TIER POSTS***

Ms. Denise McCardle raised the question of Member involvement in the appointment of officers. She advised it would be the wish of UNISON that for Third Tier posts the appointments should be made by appropriate officers of the Dumbarton and Clydebank Council. The position of UNISON was noted.