

Joint Staff Forum
27 January 2014, Committee Room 2, Garshake Road Council Office
Room 2 - Council Offices, Garshake Road

Draft Minute

Present: Keith Redpath (Chair)
D Borland
Val Jennings, Unison, CHCP
Elaine Smith, Unison, CHCP
Ann Cameron-Burns, Unison, CHCP
Kenny McColgan, Unison, Health
Maureen McDiarmid, RCN, CC&C
Peter O'Neill, Unison
Tom Morrison, Unison, LG
David Smith, Unison, CHCP
Katie Black, CSP
Soumen Sengupta, CHCP
Ilene McCallum, Assistant HR Adviser
Marie Draage, Assistant HR Adviser
Linda McAlister, HR Business Partner
John Russell, CHCP
Chris McNeill, CHCP
Jackie Irvine, CHCP

1.	<p>Welcome and apologies The Chair welcomed the group and apologies were intimated on behalf of Diana McCrone, Dorothy McErlean, Nazerin Wardrop, Serena Barnatt and Ross McCulloch.</p>	
2.	<p>Minutes:</p> <p>i) JSF Minute The Minute was accepted as an accurate record.</p> <p>ii) APF Agenda The Agenda was noted.</p> <p>iii) JCF Minute The Minute was noted.</p> <p>iv) Employee Liaison Group The October and November Minutes were noted. 6.3. Overtime. The matter of overtime for part time staff is being reviewed and a response will be available this week.</p>	All
3.	<p>Matters Arising:</p> <p>i) Children & Families/School Nursing School Nursing Review has been slow to proceed.</p>	

	<p>All new posts for health visiting have been recruited with the exception of one 30 hour post.</p> <p>ii) Older Peoples Change Fund Update There has been consultation with all partners to review achievements to date. Of the Workstreams that we have, all of them have been successful. For next year, there will be a reduction in the amount of money associated with the Change Fund. Currently working out how to manage this without disrupting current Workstreams.</p> <p>iii) DN Review update The Review has been going on for some considerable time. The paper is now near to completion and was reviewed at the Programme Board Meeting this month. RCN have expressed some concerns around ratios and the reasoning behind that will now be expanded and the paper updated.</p> <p>iv) Care Home Update Crosslet House site has been approved by committee and work is underway to identify a site for Clydebank. On track with the Project Plan which will lead to a first option design by the end of this month. Elements of the design have been discussed with Fire Department and the Care Inspectorate. There is a significant amount of consultation being undertaken with staff. My Home Scotland have been brought in to do some intensive and innovative work with service users and their families and a detailed paper will go to Committee in May.</p> <p>v) Integration Update The Chair described the slides which outline the proposed changes as we move towards Health and Social Care Partnerships. There are no changes for staff regarding their employment. It was agreed to keep Integration on as a standard item on this agenda.</p>	
4.	<p>Standing Items:</p> <p>i) Committee Update Reports will be submitted covering the Organisational Performance Review, Response to Consultation on Community Justice, Health Inequalities, Vision for the Vale, Children and Young People's Services, Stairlift Maintenance, and two financial reports along with various Minutes.</p> <p>ii) PAG The Minute was noted.</p> <p>iii) Sickness absence update Linda McAlister presented the report which shows a reduction in absence rates. In Section 2, sickness absence by reason, the information is out of date but will be updated for the next meeting.</p> <p>iv) Mental Health Services Update Working Time Directive will be reviewed at the next meeting in February. Staff are being asked to complete waivers. Whatever system is put in place has to be consistent across the area.</p> <p>It was noted that Maureen Johnstone has moved on to take up a position with the Care Inspectorate and interviews will take place next week for her replacement.</p>	

	<p>Bruce Street Mental Health Dementia Café is now up and running.</p> <p>Internal Services Redesign within Addictions Services across West Dunbartonshire to be commenced soon and staffside have been invited to engage with the process.</p> <p>v) Health and Safety Forum The Minute was noted.</p>	
5.	<p>Staff Survey Results Linda presented an overview of the staff survey results.</p> <p>NHS staff survey results were fairly disappointing overall. From a CHCP perspective, West Dunbartonshire and Inverclyde were, in relative terms, the overall best performers with much more positive results than average.</p> <p>Ann Cameron Burns asked for it to be noted that she was unhappy that the entire report, including comments, was not up for discussion. The Chair advised that individual comments made in confidence by colleagues were confidential and not for discussing in open meetings. Thus the request that these should be destroyed after they were issued in error.</p> <p>Joanne Harkin, Unison Lead Steward, had agreed that the comments which were issued in error should be withdrawn with a condensed and anonymised version made available after review.</p>	
6.	<p>Finance Update Council sets the budget on 6 February. The budget gap is smaller than in previous years but there is a fairly significant list of management adjustments.</p> <p>NHS budget process is more elongated and is unlikely to be finalised before June 2014 with £34m savings predicted for next year. For Partnerships in GGC this is between £6m and £8m.</p>	
7.	<p>Bridge Street Upgrading Concern has been raised re alterations in Bridge Street and lack of clarity of teams moving around the building with the main concern being that there is asbestos in the building.</p> <p>Chris described the proposed moves in some detail and it was agreed that an earlier e-mail from Sharon Bell had provided clarity. The reasoning behind the moves was to provide more suitable accommodation for some staff who are currently based in unsuitable premises and to allow for beneficial and appropriate co-location of some teams.</p> <p>There is a longer term plan and secured funding over two financial years to carry out a substantial refurbishment of Bridge Street but no immediate plans for any major adjustments.</p> <p>When the refurbishment is undertaken, it is a requirement that a complete specialist survey (including asbestos) is undertaken before any renovation takes place. It is not in anybody's interest to expose staff to risk. If any asbestos is found, then the removal will be undertaken under supervision of health and safety.</p>	

	Chris will send out an e-mail to all in Bridge Street once she receives feedback from last week's meeting.	CMcN
8.	<p>Partnership Working</p> <p>Tom Morrison reported on a lack of information and discussion re plans that are getting made. He advised that stewards are reporting on difficulties in raising issues with managers. Stewards are not being treated in a proper manner. Keith advised that this issue has been discussed before and asked that stewards report individual examples direct to him as he has always expressed a commitment to working with trade union colleagues. It was not helpful to make general statements in the absence of specific examples that could be followed up.</p> <p>Keith reaffirmed his absolute commitment to joint working and repeated his request for specific examples of where Trade Unions felt that this is not happening.</p>	
9.	<p>Parental Leave policy - Joint working</p> <p>The Parental Leave Policies for WDC and GGC were tabled and Elaine Smith asked if the WDC policy could be reviewed to bring it in line with the GGC policy as the terms are very different and she felt this was unfair. The Chair advised that It is not within the CHCP's gift to change WDC policy and advised taking the request to the ELG.</p>	
10.	<p>WDC Chair</p> <p>David Smith was nominated and accepted as the Local Authority staffside co-chair for the Joint Staff Forum.</p>	
11.	<p>Dates for future meetings</p> <p>A schedule of dates will be prepared to tie in with future CHCP Committee dates.</p>	SB/LF
12.	<p>AOCB</p> <p>There was no further competent business.</p>	

Date and Time of next meeting: TBC