

PERTH AND KINROSS COUNCIL
STRATEGIC POLICY AND RESOURCES COMMITTEE (Art. 803(ii)) (Appendix I)
30 SEPTEMBER 2016

**PERTH AND KINROSS COUNCIL
STRATEGIC POLICY AND RESOURCES COMMITTEE
EMPLOYEES JOINT CONSULTATIVE COMMITTEE**

Minute of meeting of the Employees Joint Consultative Committee, held in the Hay Room, Dewar's Centre, Glover Street, Perth on Thursday 26 May 2016 at 10.00am.

Present: Representing Perth and Kinross Council:

Councillors A Grant and M Roberts.

Present: Representing Trade Unions:

G Mackie and T Maric (UNISON); C Coupar and A Thomas (Unite the Union); and G Ramsay and T Todd (UCATT).

In Attendance: K Donaldson (Corporate Human Resources Manager), S Benson K Mackie, K Ridley, J Somerville, and P Steel (all Corporate and Democratic Services); J Handling and C Judge (The Environment Service); K Robertson (both Education and Children's Services); and D Maguire (Unite the Union).

Apologies: Councillors I Miller and A Munro; L McLaren (Unite the Union); D Duffy (GMB); and L Selby (UNISON).

G Mackie, Convener, in the Chair

Prior to the start of the meeting, the Convener reported that this would be the last meeting attended by Colin Coupar prior to his forthcoming retiral from his post with Unite the Union. G Maguire, who would replace Colin on the JCC, and T Maric, UNISON, were both welcomed to their first meeting of the Consultative Committee.

1. DECLARATIONS OF INTEREST

There were no declarations of interest in terms of the Councillors' Code of Conduct.

2. MINUTE OF PREVIOUS MEETING

The minute of meeting of the Employees Joint Consultative Committee of 3 March 2016 was submitted and approved.

PERTH AND KINROSS COUNCIL
STRATEGIC POLICY AND RESOURCES COMMITTEE (Art. 803(ii)) (Appendix I)
30 SEPTEMBER 2016

3. MATTERS ARISING

(i) Health and Social Care Partnership – Cross Employer Matters (Item 4(i) refers)

K Donaldson reported that Rob Packham, Chief Officer, Joint Board for Health and Social Care had again been unable to attend meeting. However, despite a clash with NHS Board meetings, which also take place on Thursdays, Mr Packham had agreed to attend the September or November 2016 Consultative Committee meeting.

(ii) Living Wage Accreditation (Item 3(ii) refers)

K Donaldson confirmed that Perth and Kinross Council became a Living Wage Accredited Employer on 1 April 2016.

4. BUILDING AMBITION: A WORKFORCE FOR THE 21ST CENTURY

There was submitted and noted a copy of a Council Report (16/216) by the Depute Chief Executive, HCC (Corporate and Community Development Services) and Chief Operating Officer (G/16/104) setting out plans to build on the Council's positive people practices, as well as detailing key achievements since the last annual workforce report in December 2014.

C Coupar noted the difficulties in changing the culture within an organisation but welcomed the innovative approach being adopted. The Corporate Human Resources Manager noted the partnership approach for people within the organisation and for the communities being served.

5. REVISED EMPLOYEE REVIEW AND DEVELOPMENT FRAMEWORK

C Judge, Change & Innovation Officer, Organisational Development, made a slide based presentation to the Consultative Committee. A copy of the presentation slides are now attached to this minute. It was noted that attached slides should be viewed as draft at present.

C Judge noted that the previous Employee Review and Development (ERD) process, had primarily focussed on 'ticking boxes' and might have been viewed as an anxious self-evaluation process compared to the intention to base the revised ERD on being non-prescriptive, based around a 'conversation' and on looking forward.

During a question and answer session which followed the presentation, C Coupar suggested that there were always a number of employees unwilling to engage in such evaluation and that there needed to be enthusiasm and positive attitudes amongst management to achieve success. C Judge noted that the pilot had deliberately focussed on potential sceptics and P Steel reported that feedback had now suggested that individuals not previously

PERTH AND KINROSS COUNCIL
STRATEGIC POLICY AND RESOURCES COMMITTEE (Art. 803(ii)) (Appendix I)
30 SEPTEMBER 2016

engaging had relished the opportunity to sit down and participate with their manager.

In response to a question from the Convener, the Corporate Human Resources Manager agreed that further updates be provided to future meetings of the JCC following full implementation of the revised Employee Review and Development Framework, with the next update probably taking place at the November 2016 meeting.

6. DESIGNATION OF PUBLIC HOLIDAYS - 2017

There was submitted and noted a report by the Corporate Human Resources Manager (G/16/105) (1) updating the Consultative Committee on the proposed designation of public holidays for 2017 and (2) seeking trade union views on the re-designation of one public holiday for certain employees who normally work at the weekend.

Trade Union representatives were invited to provide any further feedback on the proposal contained in Report G/16/105 by not later than 16 June 2016.

7. SALARY SACRIFICE – SHARED COST AVC SCHEME

There was submitted a report updating the Employees JCC on the introduction of a Shared Cost Additional Voluntary Contribution (AVC) Scheme within Perth and Kinross Council for Local Government Pension Scheme (LGPS) members. In response to a question from Councillor Roberts, the Corporate Human Resources Manager reported that she was not aware of any age restrictions applicable to participation in the scheme. She added that this would be checked and further information provided directly to Councillor Roberts if this was not the case.

8. EMPLOYEES HEALTH AND WELLBEING – CASE STUDIES

As had been requested at a previous meeting of the Consultative Committee, the following cases studies (G/16/107) were submitted and noted:-

Winter Flu Vaccination Programme
Health Promotion
Physiotherapy Service.

9. FAIR WORK FRAMEWORK

There was submitted and noted a copy of a Council Report by the Depute Chief Executive, HCC (Corporate and Community Development Services) and Chief Operating Officer (G/16/104) updating the Council on the Fair Work Framework 2016 which was produced by the Fair Work Convention.

The Corporate Human Resources Manager confirmed that further updates would be provided to future meetings of the Consultative Committee.

PERTH AND KINROS COUNCIL
STRATEGIC POLICY AND RESOURCES COMMITTEE (Art. 803(ii)) (Appendix I)
30 SEPTEMBER 2016

10. TRANSFORMATION PROGRAMME

The Corporate Human Resources Manager provided a brief update on the current completed series of reviews and meetings relevant to the Council's Transformation Programme. She noted that there would be a more detailed conversation with Trade Unions in the future and confirmed that P Steel had issued invitations to previous meetings, however, not all members had been able to attend.

11. VALEDICTORY

On behalf of the Council and the Employees JCC, Karen Donaldson paid tribute to the long and dedicated service of Colin Coupar. She recounted Mr Coupar's very significant and dedicated contribution to the Council as the Unite the Union Trade Union representative and specifically thanked him for his role within the JCC as Joint Secretary. Members joined Karen in wishing Colin well in his forthcoming retirement.

12. ANY OTHER COMPETENT BUSINESS

There were no other items discussed.

13. DATE OF NEXT MEETING

The next meeting would take place on Thursday 22 September 2016 at 10.00am.