

PERTH AND KINROSS COUNCIL
STRATEGIC POLICY AND RESOURCES COMMITTEE

1 SEPTEMBER 2021

**MERGING OF THE EMPLOYEES JOINT CONSULTATIVE COMMITTEE WITH
THE CORPORATE HEALTH SAFETY AND WELLBEING
CONSULTATIVE COMMITTEE**

Report by Head of Legal and Governance Services
(Report No. 21/151)

PURPOSE OF REPORT

The purpose of this report is to seek approval to merge the Employees Joint Consultative Committee with the Corporate Health, Safety and Wellbeing Consultative Committee to form the new Employees Joint Consultative Committee.

1. BACKGROUND

- 1.1 The Employees Joint Consultative Committee (JCC) and the Corporate Health Safety and Wellbeing Consultative Committee (CHS&WCC) currently meet quarterly to discuss issues such as health and safety, wellbeing, workforce, local conditions of service and education and training. Elected Members and Trade Union Representatives sit on both committees.
- 1.2 Members had raised concerns that not all areas outlined in the Corporate Health, Safety and Wellbeing Consultative Committee Constitution were being considered effectively. Concerns were also raised regarding trade union representatives and how we could encourage more members to join both committees.
- 1.3 A Short Life Working group (SLWG) was created to look at the issues identified. It was also decided that a further review should be undertaken to consider options which will reduce duplication, maximise capacity and best use members and officers time across both committees.
- 1.4 The SLWG consisted of Conveners and Vice-Conveners from the Employees Joint Consultative Committee, the Corporate Health, Safety and Wellbeing Consultative Committee and the Joint Negotiating Committee for Teaching Staff. Officers from Committee Services, HR, Health and Safety, Property and Education and Children's Services were also in attendance.
- 1.5 The SLWG reviewed the three constitutions and considered the following options:
 - Status quo
 - Change Health, Safety and Wellbeing Remit to include aspects of Wellbeing

- Remove Wellbeing from the title of the CHS&WCC and distribute this across the JNCT and EJCC where appropriate
- Merger of JCC and CHS&WCC
- Merger of three Committees into one Committee focusing on Health, Safety, Teaching/Non-Teaching Staff and Workforce.

1.6 The Short Life Working Group agreed that the most suitable and effective option, would be to merge the JCC with the CHS&WCC. Members of the teachers unions and non-union representatives from staff would be invited to attend the JCC for the Health and Safety item on the agenda only. This would allow members to reduce the number of meetings they need to attend, whilst rationalising the agenda to avoid duplication.

1.7 A new constitution was drafted, with areas incorporated from both remits of the JCC and CHS&WC Committees (Appendix 1). Members of the SLWG were consulted throughout the development of the constitution. This document has also been shared with all members of the existing JCC and the CHS&WCC for their consideration.

2 PROPOSALS

2.1 We propose that the title of the new committee will remain the Employees Joint Consultative Committee.

2.2 In order to assist the transition to the new constitution of the Joint Consultative Committee and to ensure continuity we would propose that the existing members of the CHS&WCC be co-opted onto the Joint Consultative Committee until the Council is dissolved prior to the Local Government elections in May 2022.

2.3 The decision to merge the two committees requires approval from the Strategic Policy and Resources Committee.

3 CONCLUSION AND RECOMMENDATION

3.1 It is recommended that the Committee:

- (i) approve the merging of the JCC with the CHS&WCC to form the new Employees Joint Consultative Committee due to the reasons outlined in this report.
- (ii) agree that the Employees Joint Consultative Committee will follow the constitution outlined in Appendix 1.
- (iii) note that the first meeting of the Employees Joint Consultative Committee will be held on 27 September 2021.
- (iv) the meetings of the CHS&WCC scheduled for 13 September 2021 and 6 December 2021 will be cancelled.

Author(s)

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Approved

Name	Designation	Date
Lisa Simpson	Head of Legal and Governance services	30 July 2021

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	None
Corporate Plan	None
Resource Implications	
Financial	None
Workforce	None
Asset Management (land, property, IST)	None
Assessments	
Equality Impact Assessment	N/A
Strategic Environmental Assessment	N/A
Sustainability (community, economic, environmental)	N/A
Legal and Governance	N/A
Risk	N/A
Consultation	
Internal	Yes
External	No
Communication	
Communications Plan	No

1. Strategic Implications

Community Plan/Single Outcome Agreement

- 1.1 The Perth and Kinross Community Plan 2017-2027 sets out five strategic objectives. The proposals in this report support the promoting of a prosperous, inclusive and sustainable economy.

Corporate Plan

- 1.2 Perth and Kinross Council Corporate Plan 2018-2022 sets out five strategic objectives. The proposals in this report support the promoting of a prosperous, inclusive and sustainable economy.

2. Resource Implications

Financial

- 2.1 There are no financial costs arising from this report.

Workforce

- 2.2 There are no direct workforce implications arising from this report.

Asset Management (land, property, IT)

- 2.3 There are no asset management issues arising from this report.

3. Assessments

Equality Impact Assessment

- 3.1 Not applicable.

Strategic Environmental Assessment

- 3.2 Not applicable.

Sustainability

- 3.3 Not applicable.

Legal and Governance

- 3.4 The Head of Legal and Governance has been consulted on the proposals detailed in this report.

Risk

- 3.5 Risks and the controls required to mitigate any risks will be reported through the Council's risk management process.

4. Consultation

Internal

- 4.1 HR Manager and Regulatory Services Manager have been consulted during the preparation of this report.
- 4.2 Trade Union and Elected Members on both Committees have also been consulted during the preparation of this report.

2. BACKGROUND PAPERS

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

3. APPENDICES

Appendix 1 – Employees Joint Consultative Committee Constitution