

Local Joint Consultative Panel

A meeting of Local Joint Consultative Panel was held on Monday, 8th September, 2008.

Present: Mr A Christon (Chairman)(GMB); Cllr Jim Beall, Cllr Roy Rix; G Wilson (vice J Stockill)(UNISON); J Asquith (UNITE)

Officers: J Spittle, D Macdonald (RES); S Reay (Xentrall); S Johnson (LD)

Also in attendance: No other persons in attendance

Apologies: Cllr David Coleman, Cllr Mick Eddy, Cllr Terry Laing, Cllr Ken Lupton, Cllr Ross Patterson; J Stockill, S Batchelor, S Smith (UNISON)

LJC 11/08 **Declarations of Interest**

Councillor Beall declared a personal non prejudicial interest in the item entitled Single Status Update as his wife was employed by Stockton Council.

Councillor Rix declared a personal non prejudicial interest in the item entitled Single Status Update as his partner was employed by Stockton Council.

LJC 12/08 **Minutes of the meeting held on 2 June 2008**

The minutes of the meeting held on 2 June 2008 were agreed as a correct record.

LJC 13/08 **Matters Arising**

There were no matters arising.

LJC 14/08 **Xentrall Shared Services Update**

The Shared Services Partnership Manager was in attendance at the meeting and provided the Panel with an update on Xentrall Shared Services.

The Panel was informed that with regards to recruitment for the partnership, this had been completed in March 2008. The Partnership had 'gone live' on 1st May 2008. This meant that all staff included in the Partnership were now employed by Xentrall.

The Finance Team had been co-located on 1st June 2008 to the second floor of Bayheath House with ICT being the next service to be co-located in August 2008 to Lingfield Point in Darlington. It was noted that there was still a lot of change to come for ICT due to the nature of the service. The Partnership Manager explained that a lot of work was needed in terms of co-locating Design & Print and HR. Co-location had just commenced in terms of Darlington's Design & Print team moving to Stockton. Currently, HR was located in Darlington and Billingham and the Partnership Manager acknowledged that this was putting a lot of pressure on staff and Managers. It was also noted that currently the Finance team did not have a meeting room on their floor as the meeting rooms would be located on the fifth floor which needed substantial alterations and was not yet ready. It was expected that co-location would be

complete by mid October 2008.

It was noted that the Unions had been supportive and involved throughout the process. Monthly meetings with the Unions had been diaried.

The Partnership Manager informed the Panel that she had been producing bulletins to keep staff updated and that all staff would be involved in the Service Planning of Xentrall.

The Panel raised concerns over the Finance Team not currently having anywhere to hold team meetings etc. The Panel also asked for information on any cost overruns and also the numbers of staff displaced due to the partnership. The Partnership Manager advised that there had been no cost overruns for the current year. There had been one compulsory redundancy and three voluntary redundancies, the costs of which had been well within budgeted costs.

The Panel requested that an update on Xentrall be provided to every meeting of the Local Joint Consultative Panel for the next two years.

CONCLUDED that:-

1. The information be noted.
2. An update on Xentrall be presented to every meeting of the Panel for the next two years.

LJC 15/08 Agency, Casual, Sub Contract Workers within SBC - Security Services

The Panel considered a report relating to the use of agency workers within Security Services.

It was noted that officers from Security Services would be attending the Panel's next meeting in December 2008. It was requested that the report be circulated to all members of the Panel prior to the meeting.

CONCLUDED that the information be noted.

LJC 16/08 Health and Safety Statistics

The Panel were provided with Accident and Assault statistics which had been reported to the Health and Safety Unit for the period 23 May to 31 August 2008. Details of the Health and Safety Training Courses were provided for the same period.

CONCLUDED that the information be noted.

LJC 17/08 Single Status Update

The Head of Human Resources (HR) was in attendance at the meeting and provided an update on Single Status.

The Panel was informed that assimilation was almost complete. The posts left were one offs or were subject to review.

It was explained that 550 review forms had been received. HR were currently in the process of sorting through them and would be dealing with those in detriment first. The Head of HR informed the Panel that approximately 38% of the review forms received were posts in detriment. The 550 review forms received were made up of around 400 different jobs.

The Head of HR informed the Panel that they were currently in the process of appointing an Administration Assistant to schedule the review meetings, along with 2/3 Analysts to assist with the process and move it on quickly. It was noted that the Trade Unions had previously asked for training on reviews and appeals. The Head of HR indicated that she would look into this.

It was expected that HR would start to look at appeals around November time.

The Panel discussed the recent Employee Tribunal lost by Redcar & Cleveland Borough Council and whether this had any implications for SBC. The Head of HR informed the Panel that SBC were in the process of completing a risk assessment on the issue and would be looking to make a decision quickly.

The Head of HR informed the Panel that statistics on the numbers of employees in detriment and the grades of the posts would be available soon.

CONCLUDED that the information be noted.

**LJC
18/08** **Minutes of the Trade Union Liaison Group**

The Panel were presented with the minutes of the Trade Union Liaison Group (TULG) from 21 May 2008 and 24 June 2008.

CONCLUDED that the minutes be noted.

**LJC
19/08** **Work Programme 2008/09**

The Panel considered the work programme 2008/09. The next meeting of the Panel was on 15th December 2008.

CONCLUDED that the work programme be noted.