

## **Local Joint Consultative Panel**

A meeting of Local Joint Consultative Panel was held on Monday, 16th March, 2009.

**Present:** Cllr Terry Laing (In the Chair), Cllr Jim Beall, Cllr David Coleman, Cllr Mick Eddy, Cllr Ken Lupton, Cllr Roy Rix, J Stockill (Unison)

**Officers:** R Bradley (DNS); S Reay, J Spittle, D Macdonald (RES); S Johnson, C Lunn (LD)

**Also in attendance:** No other persons were in attendance.

**Apologies:** Cllr Ross Patterson, Mr A Christon (GMB), S Batchelor (Unison), S Smith (Unison), J Asquith (UNITE)

### **LJC 28/08      Declarations of Interest**

Cllrs Beall and Rix each declared a personal non prejudicial interest in relation to agenda item 8 - Single Status Update, due to the fact that their partners worked for Stockton-on-Tees Borough Council.

Cllr Lupton declared a personal non prejudicial interest in relation to agenda item 8 - Single Status Update, due to the fact that his son worked for Stockton-on-Tees Borough Council.

### **LJC 29/08      Minutes of the meeting held 15 December 2008**

Consideration was given to the draft minutes of the meeting held on 15 December 2008.

CONCLUDED that the draft minutes of the meeting held on 15 December 2008 were agreed as a correct record.

### **LJC 30/08      Matters Arising**

There were no matters arising.

### **LJC 31/08      Agency, Casual, Sub Contract Workers within SBC**

Members were provided with a report regarding Agency, Casual and Temporary Workers within Stockton Borough Council.

As requested at the meeting on the 15 December 2008, Members received the names and dates of employment of agency workers in the Care For Your Area section to show the duration that agency workers had been in continuous employment with Stockton Borough Council.

The numbers of Temporary and Agency Workers and their length of service was also provided for each Service Grouping within Stockton-on-Tees Borough Council.

Members discussed these items and received clarification on matters of concern.

CONCLUDED that:-

1. The report be noted.
2. A comparison of the cost of an agency worker and a full-time employee over a period of 12 months to be provided at the next meeting.
3. Clarification on how many people were employed in Xentrall to cover absence, and how many were employed to cover increased workload, to be given at the next meeting.

**LJC  
32/08**      **Xentrall Shared Services Update**

The Panel was provided with an update on the progress of Xentrall, Stockton Darlington Partnership.

Members were informed that during the last 3 months, a business plan had been developed and several Team Appraisals had taken place. In addition, the Panel heard that the flexible working pilot continued to be a success, and an employee survey had been forwarded to staff to measure overall staff satisfaction.

As representative on the Xentrall Partnership Board, Councillor Laing informed Members that he would take any issues arising from the Local Joint Consultative meeting to the next Partnership Board meeting.

CONCLUDED that the report be noted.

**LJC  
33/08**      **Health and Safety Statistics**

Members were provided with Health and Safety statistics for 1st December 2008 to 28th February 2009, and received details of five accidents that had been reported to the Health and Safety Executive.

As requested at the meeting on the 15 December 2008, Members received information regarding five incidents of verbal abuse towards Resources staff that occurred between 1 September 2008 and 30 November 2008.

CONCLUDED that the information be noted.

**LJC  
34/08**      **Single Status Update**

Members received an update on single status.

As requested at the meeting on the 15 December 2008, the Panel was provided with information regarding the number of employees that would be in detriment at the conclusion of the three year salary protection period, and information regarding craft workers as to whether or not they would be in detriment and how many workers would be affected.

Members discussed the report and received clarification on matters of concern. The Panel also queried the timescale of the reviews; the Head of Human

Resources indicated that the reviews were running to schedule and were expected to be completed by the end of the year.

CONCLUDED that the report be noted.

**LJC  
35/08**      **Minutes of the Trade Union Liaison Group**

Consideration was given to the Minutes of the Trade Union Liaison Group.

CONCLUDED that the minutes be noted.

**LJC  
36/08**      **Suggested meeting dates and work programme**

Members discussed the suggested meeting dates and work programme for 2009/10.

It was agreed that Agency, Casual and Sub Contract Workers within Stockton Borough Council should be added to the work programme for all meetings in 2009/10. Members considered that it would be advantageous to map progress over a period of time, as opposed to detailing progress via 'static points'. Members discussed the benefits of incorporating graph illustrations into future reports in order to show this progression.

CONCLUDED that:-

1. The suggested meeting dates and work programme be noted.
2. Agency, Casual and Sub Contract Workers within Stockton Borough Council be added to the work programme for 2009/10.