

Local Joint Consultative Panel

A meeting of Local Joint Consultative Panel was held on Monday, 14th December, 2009.

Present: Cllr Jim Beall, Cllr David Coleman, Cllr Mick Eddy, Cllr Terry Laing, Cllr Ross Patterson, Cllr Roy Rix, J Stockill, G Wilson, Sue Batchelor (UNISON), A Christon (GMB)

Officers: J Spittle, D MacDonald (RES); Mtrs T Harrison

Also in attendance: No other persons were present.

Apologies: Cllr Ken Lupton

LJC 19/09 **Declarations of Interest**

Cllrs Rix and Beall declared a personal non prejudicial interest in the item entitled 'Single Status - Update' due to fact that their partners were employed by Stockton-on-Tees Borough Council.

LJC 20/09 **Minutes of the meeting held on 7th September 2009**

The minutes of the meeting held on 7th September 2009 were agreed as a correct record.

LJC 21/09 **Matters Arising**

There were no matters arising

LJC 22/09 **Agency Workers**

Members considered a report, which provided statistical information of agency worker further to Members request at the previous meeting to enable them to identify costs and trends, related to agency workers.

Members were advised that the number agency workers had reduced in all services apart from CESC; however this was due to difficulty in the recruitment of Social Workers, which was a national problem.

Xentrall had relied on a number agency workers due to long term sickness absence although some of these issues had now been resolved. In addition, because of the need for future efficiency savings to be made, as vacancies arose the opportunity had been taken to fill these with an Agency worker where appropriate.

Members expressed concern at the possible imbalance of appointments of managerial and non-managerial staff. Officers advised that they would investigate and report back at the next meeting.

CONCLUDED that:

1. The report be noted.
2. The Head of Human Resources will investigate the reason for the possible

imbalance of appointments, within Xentrall, of managerial and non-managerial positions.

**LJC
23/09** **Single Status Update**

The Panel considered the report that detailed the current situation of the job evaluation review/appeals process.

Panel members were advised that it was intended that the reviews would be completed in January 2010 after which the appeals would start.

The Panel were advised that less than 25% of employees were expected to appeal due to the help and advice that had been given along with detailed information which had been provided as part of the review process. The appeals were expected to be completed by June 2010.

Clarification was received that a management representative, union representative, Job Evaluation Analyst, Appellant and the Appellants line manager would be present at each appeal.

CONCLUDE that the report be noted.

**LJC
24/09** **Health and Safety Report**

The panel were provided with accident and assault statistics, which had been reported to the Health and Safety Unit for the period 1st August to 30th November 2009 and details of the Health and Safety training courses delivered during the same period.

Members queried whether the accident figures were examined for trends and whether there were any repetitious accidents that should be investigated but were advised that the figures were checked on a regular basis and trends would be examined but there were no trends to report.

At the meeting of the 7th September, Members requested an investigation onto the current accident and assault reporting arrangements. The Health and Safety Manager provided the panel with a report outlining the statutory reporting arrangements and the action taken to remind all services of the internal reporting procedures.

Members were updated on the Wellbeing initiatives delivered in support of the Council's 3 year Health and Well-being Strategy, including the success of the Back Care Programme and an update on seasonal and swine flu inoculation programme, 600 – 700 immunisations provided. Campaigns also included training for school's Crossing Patrol Officers – diet, mental & physical health, cancers awareness, blood pressure clinics and weight checks.

The Well Being Team in partnership with Cleveland Fire Brigade delivered a series of Learn and Live events to more than 100 employees, alerting drivers and passengers of vehicles of the dangers associated with being driven by a driver under the influence of substances.

The Well being team had recently attended training to enable the in-house delivery of Smoking Cessation, Health Walks, Running Sessions, HIV awareness and the delivery of Mental Health First Aid.

The Panel discussed the Workers Memorial Day and felt that a representative from Stockton-on-Tees Borough Council should attend the Memorial. The Health and Safety Manager was asked to look into who would be the appropriate representative to attend and would report back to the Panel.

CONCLUDED that:

1. The report be noted.
2. The Health and Safety Manager will investigate who will be the appropriate representative to attend the annual Workers Memorial Day.

**LJC
25/09**

Swine Flu

The Panel considered a report, which provided information on the number of reported cases of swine flu within the Council and the number of employees who had been vaccinated against seasonal and swine flu.

Since July 2009, a record of the number of employees who had reported themselves as suffering from swine flu had been maintained in accordance with the Council's Emergency Plan. Up to 27th November, there had been a total of 170 employees who reported cases of confirmed or suspected swine flu. Two employees had reported having swine flu twice making the total, 172. All but 20 had closed, however Human Resources felt that the majority of the outstanding cases were due to other health problems or that managers had not submitted the return to work forms to the Absence Management Team.

The Panel were informed that there had been no reports of absence due to ill effects resulting from an employee receiving the swine flu vaccination.

Members were advised that more detailed information relating to the numbers of employees who had been absent as a result of flu and the exact cost to the authority of providing swine flu vaccinations would be reported back to the Panel in January 2010.

CONCLUDED that the report be noted.

**LJC
26/09**

Efficiency, Improvement and Transformation (EIT) Reviews

Members were advised that a Unison Representative had requested that the Panel discuss the Efficiency, Improvement and Transformation (EIT) Reviews due to the lack of involvement of the Unions; however during discussion it was observed that Union Representatives had attended many of the EIT review. Elected Members advised that they would encourage Chairs of the EIT review to ensure that Union Representatives were invited to all Reviews.

A Union Representative expressed concern at the mention of cost cutting at an EIT Review; however Members advised that cost cutting had been related to the

Council getting best value for money not cutting jobs.

The Chairman observed that the Local Joint Consultative Panel only met every three months so it could only note progress and recommendations arising from the EIT reviews.

The Panel concluded that EIT reviews would only be put on a future Local Joint Consultative Panel agenda when recommendations had been made and would be in the form of a brief report. The recommended officer to attend and report was the Head of Democratic Services.

CONCLUDED that:

1. The report be noted.
2. The item will only be placed on the agenda when recommendations had been made at which point the Head of Democratic Services will be invited to provide a brief report.

**LJC
27/09**

Work Programme

Members considered the work programme.

CONCLUDED that the work programme be agreed.