

Local Joint Consultative Panel

A meeting of Local Joint Consultative Panel was held on Monday, 19th September, 2011.

Present: Cllr Norma Stephenson(Chair), J Asquith (UNITE), Cllr Jim Beall, Cllr Nigel Cooke, Cllr Terry Laing, Cllr Ken Lupton, C Burns(Unison), J Stockill(Unison) and I Mackenzie(GMB).

Officers: D MacDonald, Mrs J Spittle(Res) K Wannop(LDS)

Also in attendance: No Other Persons were present

Apologies: Cllr David Coleman, Cllr Mick Eddy and A Woodmass(Unison)

LJC 9/11 **Declarations of Interest**

Cllr Norma Stepehnson declared a personal non prejudicial interest in the item entitled 'Current Staffing Situation Update' as she had a relative who worked for the authority.

Cllr Nigel Cooke declared a personal non prejudicial interest in the item entitled 'Current Staffing Situation Update' as he had a relative who worked for the authority.

Cllr Jim Beall declared a personal non prejudicial interest in the item entitled 'Current Staffing Situation Update' as his wife is employed by the authority.

LJC 10/11 **Minutes of the meeting held on 21st March 2011**

Consideration was given to the minutes of the meeting held on 21st March 2011.

CONCLUDED that the minutes be agreed as a correct record.

LJC 11/11 **Minutes of the meeting held on 27th June 2011**

Consideration was given to the minutes of the meeting held on 27th June 2011.

CONCLUDED that the minutes be agreed as a correct record.

LJC 12/11 **Health and Safety Report**

The Panel were provided with the Health and Safety report for the months 1st June 2011 - 31st August 2011.

Members were made aware that there had been 33 accidents reported to the office of the Health and safety Unit , of which four, were reported to the reporting authority, the Health and Safety Executive. Members were also informed that there was two types of avoiding violence training available to Services.

The Sickness Absence target for 10/11 was 8.57 days, as this was achieved the new target for 11/12 was 7.71 days.

CONCLUDED that the report be noted.

LJC **Current Staffing Situation Update**

13/11

The Panel received an update report on the current staffing situation. The Council was seeking to minimise the number of compulsory redundancies by seeking expressions of interest in voluntary redundancy, redeployment opportunities and the provision of information, training and advice to help maximise other employment opportunities. In addition the recruitment process to changed organisational structures was an ongoing process. Consequently, the figures provided were subject to change.

It was now in year 3 of the three year EIT Programme. Some significant reviews from year 2 were still at the implementation stage although most were now coming to an end. These reviews included services covered by the Early Intervention Grant such as Youth Support Services and the Education Inclusion Review which included such services as Special Educational Needs and Attendance Officers.

From 1st December 2010 – 9th September 2011 there was a net loss of 442 jobs as follows:

Voluntary Resignation - 130

Retirement - 54

Redundancy - 224

End of Temp/FTC - 60

Other - 41

TOTAL - 509

Numbers replaced - 67* (This excluded seasonal workers)

Net Loss - 442.

It was also reported that the agreed redundancy multiplier was 1.5.

CONCLUDED that the report be noted.

LJC **Agency Workers**

14/11

At it's meeting on 13th September 2010, Members considered a report on the use of agency workers. Following on from that report members requested that agency workers be a regular item on the agenda and that statistical information be provided to enable the Panel to identify any trends but that the table of costs was no longer required.

Members received a summary of the number of Agency workers employed within the Council from January 2010 - April 2011. Members identified that although figures year on year for each month were similar there had been a reduction in the month's April, May and June 2011 compared to 2010. Members requested that the next report included the number of employee's the Council had and what percentage of them were Agency workers.

CONCLUDED that

1. the report be noted

2. the requested information be included in the next report to the Panel.

**LJC
15/11 Trade Union Liaison Group Minutes for 2nd March, 12th April, 10th May,
6th June and 4th July 2011.**

Members received the minutes of the Trade Union Liaison Group for the meetings held on 2nd March 2011, 12th April 2011, 10th May 2011, 6th June 2011 and 4th July 2011.

CONCLUDED that the minutes be noted.