

Time commenced : 10.02 am
Time Finished : 10.35 am

CORPORATE JOINT COMMITTEE 4 March 2004

Present: **Employer's Side**

Councillor M Carr (in the Chair)
Mr R Cowlshaw (Chief Executive)
Mr D Parnham (Personnel Officer – Education)
Ms J Stone (Head of Service – Education Personnel)
Mrs K Taylor (Members Services Officer)

Trade Unions' Side

Mr S Fogell (UNISON)
Mr M Fox (UNISON)
Mr A Franik (UNISON)
Ms G Glasby (UNISON)
Mr R Harrison (AEEU)
Mr S Harrison (UCATT)
Ms A Howitt (UNISON)
Mr I Jennison (NUT)
Mr J McCallum (T&GWU)
Mr M Nelson (UCATT)
Ms K Parker (UNISON)
Mr J Pass (AMICUS)
Mr N Pheasant (UNISON)
Mr D Redfern (UNISON)
Mr J Swain (T&GWU)
Mr A Tokarski (NASUWT)
Mr S Ward (UCATT)
Mr D Wilkinson (NASUWT)

Apologies: Ms Y Burrell (UNISON)
Ms M Greenshields (UNISON)

47/03 Late Items Introduced by the Chair

In accordance with Section 100 (B) (4) of the Local Government Act 1972, the Chair agreed that the following items be admitted as late items, as an update had to be received before the next meeting:

Building for Excellence Board Meeting.

Agreed that this would be a standing item on future agendas.

Derby Schools Private Finance Initiative – Evaluation of Bids and Shortlisting of Bidders. (Minute 50/03 refers)

48/03 Minutes Of The Meeting Held On 4 December 2003

The minutes of the meeting held on 4 December 2003 were agreed as a correct record and signed by the Chair subject to the following amendment.

Mr John Swain and Mr John McCallum, stated that their apologies should have been given at the last meeting.

49/03 Matters Arising

1. **'Busy Bees' Voucher Scheme (Minute Number 37/03 refers)**

Simon Fogell requested an update on the 'Busy Bees' voucher scheme. Dave Parnham responded that it remained for the Legal department to consider one paragraph of the document and that the implementation of the scheme was imminent. It was anticipated that this would take place early in the new Financial Year.

The Chief Executive reported that this item had been brought to the Chief Officer Group - COG on 2 March 2004 and it would be presented at the Council Cabinet for subsequent approval.

2. **The Early Years Strategy (Minute Number 37/03 refers)**

Dave Wilkinson stated that the NASUWT sought negotiation and agreement on changes to conditions of service and contracts which might result from the Early Years Strategy.

Councillor Carr responded that the committee would not wish to restrain future consultation by what was agreed at this meeting.

3. Closure of High View School (Minute Number 45/03 refers)

Dave Wilkinson reported that salary protection had now been agreed for staff at High View School and that the NASUWT requested that the statutory closure notice be withdrawn as the school had made significant improvements. He considered that this would give staff stability, boost morale and stated that his members would co-operate with any restructuring exercise.

The Chief Executive stated that it was not within the remit of the committee to do this and reported that a paper would be going to the Council Cabinet setting out progress at High View School.

Ian Jennison of the NUT supported the NASUWT's view. Councillor Carr urged members to put their views to the Cabinet Member for Lifelong Learning who could present them to the Council Cabinet.

EMPLOYER'S SIDE ITEMS

50/03 Derby Schools Private Finance Initiative – Evaluation of Bids and Shortlisting of Bidders

Mike Melliush, Project Manager, Private Finance Initiative, -PFI- presented an oral update on the evaluation and short listing of bidders for Derby schools PFI. He reported that since the last meeting of the committee a number of bids had been received. Analysis of the bids was made, which were short listed to three potential bidders. At its meeting on 24 February 2004 the Council Cabinet agreed that it would be appropriate to reduce the shortlist from three to two, which resulted in Bowmer & Kirkland being deselected.

Mike Melliush reported that on 27 April 2004 the preferred bidder would be presented to the Council Cabinet and that the timetable for the project remained on target.

Andy Franik reported that UNISON were very disappointed that it had been decided to transfer staff early.

Dave Wilkinson also reported that the NASUWT was disappointed that Jarvis PLC remained one of the contenders for the bid. He considered it a failure to consider awarding Jarvis the contract and that the concerns of the Education Commission had not been taken into consideration when making this decision.

Councillor Carr stated that it would be inappropriate for any political

members to apply pressure to those analysing the applications, which in his opinion could threaten the professionalism of the process.

Dave Wilkinson commented that the Teaching Unions had not been involved in the evaluation process and as a result that the decision to reduce the shortlist was a distorted one.

Resolved to note the update and the comments of the Trades Unions present.

51/03 Religion and Belief Regulations - Policy and Procedure

Dave Parnham presented a report from the Director of Policy, setting out the latest in a number of regulations that had come into force. The policy was designed to provide guidance to Managers and Employees and to ensure compliance with the new Regulations on Religion and Belief.

Richard Morgan commented that he considered this to be a good move, particularly the guidance relating to dress code.

Dave Wilkinson stated that it excluded teachers and requested that a policy that would include them was drawn up.

Dave Parnham responded that a policy based on the same principles would be produced for use in schools and to include teachers.

Resolved to approve the religion and belief policy and procedure.

52/03 Redeployment Cases 21 November 2003 to 19 February 2004

Dave Parnham presented a report from the Director of Policy, setting out the redeployment cases for 21 November 2003 to 19 February 2004. He reported that the increase in ill health redeployments in Social Services, noted at the last meeting was due to a small back log of ill health cases being processed.

Resolved to note the report.

53/03 Improving Employee Performance

Dave Parnham presented a report from the Director of Policy, setting out the revised versions of the policy on Improving Employee

Performance and the associated Manager's guide, which had been taken to the Conditions of Service Working Party. He commended the Trades Unions and their members for the acceptance of the revision, which he considered were more user friendly.

Simon Fogell asked whether the document presented was the same as that which had been agreed at the Working Party with no further amendments.

Dave Parnham stated that access to redeployment had remained the same, but some changes had been made to the way in which the procedure could be applied to Chief Officers and Chief Executive.

Resolved to note the report.

TRADES UNIONS' SIDE ITEMS

54/03 Local Government Pension Scheme

John Swain asked for clarification of the Council's position on proposed changes to the Local Government Pension Scheme.

Dave Parnham reported that he had copied the response which was sent to the Government by Derbyshire County Council and would make it available to members.

Councillor Carr commented that he considered it poor that the County had not consulted the City Council before sending its response to Central Government.

Resolved to note the report.

55/03 Chapel Street Car Park

Dave Parnham reported that Blue Badge holders should have received an electronic swipe card for Chapel Street Car Park and that if they had not, that they should apply immediately to Parking Services who could provide application forms by e-mail if necessary. The scheme was to be implemented from Monday 8 March 2004.

Resolved to note the report.

56/03 Honoraria Payments

Simon Fogell raised concerns about the use of honoraria payments, some of which had been paid over very long periods of time. He cited a case of employees in receipt of honoraria for more than two years. He questioned whether this conflicted with legislation on

fixed term contracts.

Dave Parnham accepted that wherever possible a temporary contract should be given with a clear end date. This was not always possible but as a matter of principle honoraria arrangements should build in regular reviews.

Resolved to refer this matter to the Conditions of Service Working Party.

RC/DP

MINUTES END