

Time commenced : 10.20am  
Time Adjourned : 11.10am  
Time Recommenced : 11.20am  
Time Finished : 12.45pm

## CORPORATE JOINT COMMITTEE 25 SEPTEMBER 2003

Present: **Employer's Side**

Councillor M Carr (in the Chair)  
Mr R Cowlshaw (Chief Executive)  
Ms S Scott (Chief Personnel Officer)  
Mr A Flowers (Corporate Personnel Adviser)  
Mr D Parnham (Policy Officer, Education, Corporate Personnel)  
Ms J Stone (Head of Service- Education Personnel)  
Mrs K Taylor (Members Services Officer)  
Mrs K Squires (Members Services Officer)

**Trade Unions' Side**

Mr S Fogell (UNISON)  
Ms A Howitt (UNISON)  
Ms K Parker (UNISON)  
Mr I Jennison (NUT)  
Mr M Gilbert (GMB)  
Mr R Morgan (GMB)  
Mr D Wilkinson (NASUWT)  
Mr N Pheasant (UNISON)  
Ms M Greenshields (UNISON)  
Mr M Fox (UNISON)  
Mr B Seagrave (UNISON)  
Mr M O'Neill (NAFTHE)  
Mr M Thomas (UNISON)  
Mr J McCallum (TGWU)  
Mr S Harrison (UCATT)

Apologies: Mr A Franik (UNISON)  
Mr J Swain (TGWU)  
Mr J Pass (AMICUS)  
Mr S Ward (UCATT)  
Mr R Heath (UNISON)  
Ms Y Burrell (UNISON)

## 16/03 Late Items Introduced by the Chair

The Chair accepted the following late items to the Committee.

- 'Busy Bees' Voucher Scheme.
- Gay and Lesbian Support Network

### **Voucher Scheme**

Adrian Flowers commented that this item had been delayed due to other pressures and priorities, particularly Attendance Management and Work Life Balance issues. It was intended that work would start on the scheme again in two weeks' time.

### **Support Networks**

The Trade Unions asked for consideration to be given to establishing a support network for gay and lesbian employees.

**It was agreed that this request would be considered.**

**SS**

## 17/03 Minutes Of The Meeting Held On 6 March 2003

The minutes of the meeting held on 5 June 2003 were agreed as a true record and signed by the Chair subject to the following amendment.

That the last paragraph of Minute Number 03/03 should read:

Dave Wilkinson commented that the main issue seemed to be the LEA's unwillingness to use resources at Schools to avoid redundancies, there seemed to be a desire to promote dispute. Dave Wilkinson commented that many teachers would leave if they were offered a redundancy package, as their jobs were stressful.

## 18/03 Matters Arising

### **1. On Street Parking Charges (Minute No: 3/03 refers)**

Adrian Flowers reported that this issue had been raised at COG, and no major problems with service delivery had been identified. There was no support for parking fine exemptions. He commented that if there were genuine problems, departments should discuss them with the traffic management team.

The Chief Executive commented that the Council could not pay the parking fines of employees as this would destroy its credibility amongst the public. He reiterated that the problem areas needed to be identified and referred to Adrian Flowers to

see if these could be resolved on an individual basis.

**2. Black Employees Support Network (Minute No: 04/03 refers)**

The Trade Unions asked if black teachers could be involved in the support network. Dave Wilkinson commented that there was a lot of racism in schools against ethnic minority teachers.

SS

Sue Scott agreed to find out and respond to this question.

**3. Trade Union Learner Representatives (Minute No: 09/03 refers)**

Dave Wilkinson said that the Teacher Trade Unions would like to be involved in discussions with the Conditions of Service Working Party in establishing a framework which sets out the role of Trade Union Learner Representatives.

Adrian Flowers responded that this was still at its early stages, but that the teachers' unions would be involved in the process.

**PFI submission for Libraries/ Museums/ Central Advice.**

Adrian Flowers reported that the joint PFI bid had not been successful.

**4. Redeployment Cases 20 February to 20 May 2003 (Minute No: 10/03 refers)**

At the last meeting of the Committee Adrian Flowers had agreed to include Teachers in the redeployment figures. At this meeting he reported to the Committee that this had been done.

## Employer's Side Items

### 19/03 Building for Excellence

The Chief Executive presented a report from the Director of Finance, which set out the Building for Excellence programme and the service areas that would be included. He commented that the results of the Comprehensive Performance Assessment had been good and we had been classified as a 'Good' council. However the assessment had identified areas where the Council needed to improve its capacity to sustain improvement. Internal inspections showed the Council to provide good services.

He emphasised that in order to improve the areas where the Council was weakest it would need to organise itself better. The areas that

would be included were:

- Service Areas
- Procurement
- Accommodation
- e-Derby and Business Improvement
- People and Performance

A Building for Excellence Board had been set up and the report recommended that a Trade Union representative should sit on it.

Moz Greenshields was nominated to take this position and she welcomed the opportunity to work with the Building for Excellence Group on behalf of the Trade Unions

## 20/03 Managing Allegations and Concerns About Education Service Employees

Rita Sylvester presented a report from the Directors of Policy and Education which set out a procedure to assist head teachers when allegations and concerns about child abuse were made against members of staff. The guidance document was based on that of NEOST.

Dave Wilkinson commented that though he was completely opposed to anyone linked with Paedophilia working with children he was concerned that this document should be referred back to the Conditions of Service Working Party so that it could be compared with the NEOST document.

Dave Parnham expressed frustration that approval of the document should be held up further. He said that the Trade Unions were invited to send their comments to Rita Sylvester, but that this had not been done.

Moz Greenshields commented that Trade Unions' requests for information at the Conditions of Services Working Party had not been received and therefore it would be deferred until December 2003.

Adrian Flowers suggested that as there were many unresolved differences over this document that a small group of teachers and non-teachers met to establish these. It was proposed that the next Conditions of Service Working Party on 23 October 2003 be used to do this.

**This proposal was agreed**

## 21/03 Early Years Strategy

Lesley Whitney, Assistant Director for Lifelong Learning and Community presented an oral report on the Early Years Strategy. The strategy consulted on issues not only for the City, but nationally, specifically;

- Universal nursery education for all 3 and 4 year olds.
- The latest Government green paper on delivering children's services including children's centres.

Children's services across the city were being looked at through 17 ward based consultations. The document focused on 3 areas in particular:

Development of Children's Centres based on the Sure Start model. Delivery of Foundation Stage Curriculum (Nursery and Reception Education), which would propose no change in venue between nursery and reception.

Availability of places and funding of pre-school education. More places existed overall for 3 year olds, but these places were not geographically spread well.

The consultation was due to finish on 10 October 2003 with a report to the Department for Education and Skills – DfES – on 15 October 2003. This report would be subject to Council Cabinet's approval on 28 October 2003 alongside a strategy document to address the issues of Early Years provision.

The Trade Unions were invited to comment on the report.

Nirmal Pheasant had a number of concerns including the length of the working day for already low paid staff, the suitability of accommodation for the children's centres, whether the funding of £2.5M over two years would be sufficient.

Lesley Whitney responded that there was no intention to extend the length of the working day for staff. A lot of further work on the accommodation for the centres was yet to be carried out and not all of them will be built from scratch. New buildings would need architectural assessment and would only happen after the DfES had accepted the strategy. She agreed that the amount of money allocated probably wouldn't be sufficient and that it may be necessary to approach the DfES or Sure Start for extra funding. Most of the centres were not expected to be open until the end of March 2006 and the money already allocated is only to set the projects up. More funding from the DfES would be expected after March 2006.

Dave Wilkinson was concerned if further funding was not provided at that time. He advised that the Council proceed with greater caution and that it involved the Trade Unions more closely.

Nirmal Pheasant commented that he was not opposed to the proposals being made, but that he wanted to see it funded properly.

Moz Greenshields said that a written response to this document would be submitted. Her Union's concerns included what education standards would apply at the children's centres as this could have major implications for the members.

The Trade Union's were concerned that the working day of the non teaching staff would be affected the most.

The Chair reassured the Trade Union's that all their issues would be taken into consideration and thoroughly debated.

## 22/03 Group Schools PFI Bid

Mike Melliush presented an oral update on the progress of this project. Three bidders were shortlisted:

- Bowmer Kirkland
- Jarvis
- Norwest Holst

The bidders were issued with an Invitation to Negotiate on 15 September 2003. From the responses to the invitation one contractor would be selected. It was expected that construction would start in 2004, with the first school opening in September 2005. The remaining schools would open in 2006. A number of issues were being dealt with including:

- Impact of new roads in the Wilmorton area
- Number of places at Hardwick School
- Decanting of pupils at Hardwick School
- Interim service agreement

Moz Greenshields emphasised that the Trade Unions would be opposed to any transfer of staff during the interim service agreement.

Dave Wilkinson strongly opposed using Jarvis due to their recent history and the Hatfield rail accident. Furthermore Nirmal Pheasant commented that Bowmer Kirkland also had a tainted Health and Safety record, but that he knew of no issues relating to Norwest Holst.

The Chair responded to concerns about the road proposals by

stating that it was premature to be worrying as the schools would be built first and any subsequent road proposals would have to take this into consideration.

### 23/03 Improvement of Street Lighting in Derby

John Hansed, the recently appointed Head of Street Care and Waste Management presented a report from the Director of Development and Cultural Services which set out the action the Council had taken to obtain PFI credits to improve the Council's street lighting stock.

The outcome of the bid would be known in December 2003 and if successful the Council would then submit an outline business case during Spring 2004. Procurement of the service would take about 12 to 18 months and the work would commence in April 2006. The intention would be to establish a Project Board if the bid were successful and the Trade Unions were asked to submit their nomination.

Moz Greenshields commented that the Trade Unions are opposed to PFI, but noted the report. She agreed to provide the name of a Trade Union representative for the board in two weeks' time.

MG

### 24/03 Payment of Salaries and Wages

Adrian Flowers presented a report from the Director of Finance, which set out the payment arrangements for employees for the year 2003/2004 Christmas and New Year period.

Moz Greenshields commented that she was happy with the report, but emphasised the need to ensure everyone was aware of the arrangements for submitting estimated timesheets and deadlines. Adrian Flowers said that the report would be included on all departmental JCCs and that Finance would be issuing further guidance nearer the time.

**The Committee noted the report.**

### 25/03 Maternity Information Pack

Adrian Flowers presented a report from the Director of Policy which set out the revised Maternity information pack.

**The revised maternity information was approved in principle subject to any final comments from the Trade Unions.**

## 26/03 Youth Offender Panels – Time Off Arrangements

Adrian Flowers presented a report from the Director of Policy, which set out the recommendation that membership of a Youth Offending Panel should be included in the list of designated bodies that the Council recognises for granting paid time off for public duties and that Panel members be allowed to take up to 36 half days leave with pay each year to carry out their duties and associated training.

**The Committee approved the recommendation.**

## 27/03 E-mail and Internet Monitoring Policy

The Committee received a report from the Directors of Finance and Policy, which set out the methods of monitoring e-mail and internet traffic.

**The document was agreed in principle subject to any final comments from the Trade Unions.**

## 28/03 E-mail and Internet User Policy – Document Review

The Committee received a report from the Directors of Finance and Policy, which set out the amendments to the Council's e-mail and internet user policy.

**The document was agreed in principle subject to any final comments from the Trade Unions.**

## 29/03 Redeployment Cases

The Committee received a report from the Director of Policy, which set out the number of cases on the Redeployment Register for the period 21 May to 21 August 2003. The total number on the register was 47 compared to 107 for the same period in 2002. The number of teachers subject to redeployment in the last academic year was also included.

Dave Wilkinson commented that he could not understand why teachers were not part of the corporate redeployment policy. He also asked that any teacher subject to redeployment on medical grounds be considered for redeployment to another school.

Adrian Flowers explained that teachers were specifically excluded from the Policy. This was because their conditions of service and holidays were significantly different to non-teaching staff. He went



on to explain that it was not possible to restrict advertising school vacancies to the Blue Vacancy list. Another significant point would be the level of salary restriction required to be paid by the school if the teacher was redeployed to a lower graded non-teaching post.

When there is a need to redeploy teacher this is done effectively and efficiently in house by the Education Service. Jayne Stone also confirmed that the facility to redeploy a teacher on medical grounds to another school was already in place.

Nirmal Pheasant commented that it would be better to address the Health and Safety issues rather than moving people.

Moz Greenshields questioned the data used to generate the statistics in the report as they did not appear to include a year's worth of data. The Trade Unions asked if the trends could be shown to highlight any 'peaks and troughs' throughout the year.

**Resolved to look into this.**

**AF**

## Trade Unions' Side Items

### 30/03 Closure of City Nurseries

This item was withdrawn by the Trade Union side on the basis that consultation on a revised document was ongoing.

### 31/03 Improving Employee Performance Policy

This item was withdrawn by the Trade Union side as the issue had been resolved as far as the Trade Unions were concerned at Council Cabinet on 5 August 2003.

### 32/03 JCC Constitutions

The Trade Unions did not agree to the proposed changes to the departmental constitutions. They felt that they had not been consulted and that the changes should have been negotiated.

The Trade Unions requested a collective agreement that would include that position of Chair, Vice Chair and the facility for annual rotation of the Chair between the Management and Trade Union side.

**It was agreed that this request would be considered.**

### 33/03 Trade Union Observers on Interview Panels

The Trade Unions requested that Trade Union observers randomly sit on interview panels.

Sue Scott responded that this issue had been considered in 2001 and was refused. Since then nothing has changed and so this request was turned down.

The Chief Executive advised the Trade Unions that if they had any concerns about the recruitment process or individual appointments that they should raise them through the appropriate channels.

### 34/03 Trade Union Nominations for the Travel Plan Groups

The Trade Unions agreed to submit their nominations for each group.

MINUTES END