

DERBY HOMES - JOINT CONSULTATIVE COMMITTEE

MINUTES OF MEETING HELD ON 8 NOVEMBER 2002

PRESENT:	Dennis Rees	Chair of Derby Homes Board (DR)
	John Bloxsom	Business Development Manager (JB)
	Christine Briddon	Departmental Personnel Officer (CB)
	Maria Murphy	Housing Manager (Local Services) (MM)
	Stuart Hufton	Health and Safety Advisor (SH)
	Dave Parnham	Corporate (DP)
	Moz Greenshields	UNISON (MG)
	Steve Astle	UNISON (SA)
	David Reed	UNISON (DR)
	Annemarie Kilcline	TGWU (AM)
	Jackie Woodruffe	Staffing Administration Assistant

APOLOGIES:	Phil Davies	Director, Derby Homes
	Lorraine Watson	Finance Manager
	Chris Robinson	Housing Manager (Tenancy Services)
	Robert Heath	UNISON
	Simon Evans	UNISON
	Adrian Flowers	Corporate Personnel Advisor
	Michael Bayley	UNISON
	Michael Kennedy	UNISON
	Ellen Broughton	TGWU
	Kath Hill	TGWU

1.	MINUTES OF THE PREVIOUS MEETING – 18.07.02	ACTION
27/02	Amendment	
	MG said the Unions were opposed in principle to the establishment of Arms Length Organisations. The issue related to the workload implications for all staff involved in advising Corby.	
	Matters Arising	
06/02	Item 2 – Review of management structure	
	MG requested details of the costs of the new establishment in addition to the costs of the report completed by Chapman Hendy.	PD
	CB agreed to set up a sub-group of the JCC to discuss and agree new policies and procedures. This would ensure appropriate consultation and establish collective agreements for Derby Homes.	CB

26/02 Staff Conference

The Trade Unions raised the following points:

- MG felt it was inappropriate to make comments about a former employee.
- DR reported that wardens felt that during the workshops there was not enough time allowed to discuss issues relevant to them and there was no flexibility.
- MG requested that the organisers should ensure the Staff Conference is run as a two-way event. It was reaffirmed that a Trade Union nominee to be involved in the process to make it a joint venture, as per previous agreement.

PD

27/02 IDea Peer Review Work

MM gave an update on the work undertaken within.

28/02 MG offered thanks for resolving the issue of the carry over of annual leave.

EMPLOYEE SIDE ITEMS – HEALTH AND SAFETY

29/02 Accident Statistics

SH reported on incidents for the period July to September 2002. He reported that there was a 20% increase. SH also said there was an under reporting of incidents. MG suggested using the Official Rumours magazine to highlight health and safety issues, and in particular the need to report incidents.

SH

30/02 Violence and Aggression

SH reported on incidents for the period July to September 2002, and advised of the management action where necessary.

EMPLOYERS SIDE ITEMS – OTHER

31/02 Corporate Safety Committee Minutes – 05.09.02

Item 6 – Use of Sub-contractors and Temporary Staff

MG reported that she would like more confirmation/clarification on this item.

32/02 Corporate Joint Committee Minutes – 05.09.02

National Fraud Initiative 2002

MG asked if Derby Homes was going to implement this initiative. CB confirmed that it was already in place.

Part-time Employees (Prevention of Less Favourable Treatment) Regulations 2000

MG reported that there were issues on Part-time workers who did additional hours. It was agreed that Departments would audit part time workers and adopt one of a range of solutions to address this issue. CB advised that information would be discussed through the JCC sub-group.

CB

33/02 Staff Initiatives

JB commented on the additional half day flexi-leave granted to all staff, which is to be used during the current leave year.

34/02 Achievement and Development Scheme

JB discussed the report by written by Neil Potentier. The Trade Unions welcomed the report.

The Trade Unions would like to undertake consultation with their members. Item to be put in the next JCC sub-group.

35/02 Temporary Posts

The papers were distributed and discussed.

EMPLOYEES SIDE ITEMS

36/02 Employment of Temporary/Agency Staff

The Trade Unions expressed concern about the numbers being used. CB reported that the number of agency staff had reduced from 6 to 2.

MG would like a preferred list of agencies to work to. CB reported that a procedure was in place for managers to justify requests for agency workers. The list proposal was agreed.

CB

37/02 Carry over of annual leave

MG would like the policy advertised in Official Rumours. This was agreed.

38/02 Wardens and the transfer to new schemes

MM agreed to explore this issue in the absence of CR. MG would like any warden vacancy filled on a temporary basis pending scheme reviews. A joint warden review meeting is scheduled for 27 November 2002.

MM

39/02 Car Parking

MG expressed concern over car parking at Cardinal Square. Provisional bays have been allocated to staff entitled to a parking badge. Bays will be designated to visitors. MG would like the charging for spaces to be revisited.

ANY OTHER BUSINESS

40/02 Fire Dispute

SH reported that the Community Watch Patrol had been increased due to the industrial action.

Date of Next Meetings

Thursday, 16 January 2003

Thursday, 10 April 2003

Thursday, 10 July 2003

Thursday, 9 October 2003