

DERBY HOMES JOINT CONSULTATIVE COMMITTEE (JCC)

Report of the Chief Executive of Derby Homes

1. SUMMARY OF REPORT

This report brings to the Committee's attention difficulties experienced at recent JCCs.

2. RECOMMENDATION

To note the contents of the report.

3. MATTER FOR CONSIDERATION

- 3.1 Board members are aware that Derby Homes has a Joint Consultative Committee (JCC) which meets quarterly, consisting of the Chair of Derby Homes (or a Vice Chair of the Board in his absence), a minimum of three management side representatives and three trade union representatives. I attach a copy of the agenda for the last meeting.
- 3.2 Derby Homes has 300 employees. The sole union recognised for bargaining purposes is Unison. I estimate that they have 150 members. GMB and UNITE (formerly TGWU) have about 5 members in total.
- 3.3 Trade union attendance at the JCC has been very poor. Unison has had great difficulties recruiting workplace representatives. The JCC as a result has not been quorate for the last eighteen months. It is attended by full time officers from the Branch and the Region.
- 3.4 The JCC is the recognised structure for formal employee consultation, and satisfies our statutory responsibility to consult with employees on workplace issues. Informal consultation is regular and very healthy between Personnel and Trade Unions. However, if the JCC fails to perform its function we may have to explore alternative structures to ensure we formally consult with the staff.
- 3.5 Unison had tried several initiatives to recruit workplace representatives and we have supported their efforts. At the last JCC on 15 April 2009 we discussed an alternative arrangement whereby staff representatives were appointed to the JCC regardless of their trade union membership, through a democratic process. We will meet with Unison to develop this process and I am hopeful this will reinvigorate the JCC.

4. CONSULTATION IMPLICATIONS

We are in consultation with the trade unions about this issue.

5. LEGAL AND CONFIDENTIALITY IMPLICATIONS

- 5.1 The Information and Consultation of Employees Regulations 2004 were effective from 2005. They require employers to inform and formally consult employees about issues in the organisation for which they work. Formal consultation arrangements are required for some issues such as pay and terms and conditions, redundancy and TUPE. Employers with established JCC frameworks in place are seen to be complying with the Regulations. If we are unable to sustain the JCC we will be required to look at alternative methods of formal consultation.
- 5.2 We do use informal methods to inform and consult employees. Examples include newsletters, emails, intranet, briefing sessions, forums, surveys and posters.

6. PERSONNEL IMPLICATIONS

As contained within the report.

7. EQUALITIES IMPACT ASSESSMENT

We must establish methods of informing and consulting employees that are accessible to all employee groups. We have a black officer support group and a disabled employees network plus an Equalities Champion Network with whom we regularly consult.

The areas listed below have no implications directly arising from this report

- Financial and Business Plan
- Environmental
- Health & Safety
- Risk

If Board members or others would like to discuss this report ahead of the meeting please contact the author, or the Chief Executive, phil.davies@derbyhomes.org - Tel 01332 711010

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Background Information: None

Supporting Information: None