

## Minute of Meeting Joint Consultative Board (Non-Teaching)

Date	Time	Venue
Thursday, 18 April 2024	15:00	Council Chambers/Hybrid,

**Present:** Councillor Fiona Airlie-Nicolson, Councillor Audrey Doig, Councillor Chris Gilmour, Councillor Lisa-Marie Hughes

### Representing Trades Unions

M Ferguson, M McIntyre and S Hicks (all UNISON).

### In Attendance

C Dalrymple, Head of Facilities & Property Services (Environment, Housing & Infrastructure), K Hampsay, Strategic Business Development Officer (Renfrewshire Health & Social Care Partnership), R Laouadi, HR Manager, R Cree, OD & Workforce Planning Manager, S Fanning, Principal HR & OD Adviser, and J Barron and D Cunningham, Committee Services Officers (all Finance & Resources).

### Appointment of Chairperson

In accordance with the terms of the constitution of the Joint Consultative Board (Non-Teaching), which stated that the Chair of the Board should alternate between the management-side and the trade unions it was proposed and agreed that Councillor Audrey Doig chair this meeting of the JCB (Non-Teaching).

**DECIDED:** That Councillor Audrey Doig chair the meeting.

### Apologies

Councillor Mullin, G Cochrane (UNITE) and J Boylan (UNISON).

## **Declarations of Interest and Transparency Statements**

Councillor Gilmour indicated that he had a connection to items 1, 2, 3, 4 and 5 of the agenda by reason of his membership of UNITE the Union. However, he indicated that he had applied the objective test and did not consider he had an interest and intimated that it was his intention to remain in the meeting and to take part in any discussion or voting thereon.

Councillor Hughes indicated that she had a connection to items 1, 2, 3, 4 and 5 of the agenda by reason of her membership of UNISON. However, she indicated that she had applied the objective test and did not consider she had an interest and intimated that it was her intention to remain in the meeting and to take part in any discussion or voting thereon.

### **1 Developments in Health, Safety and Wellbeing**

There was submitted a report by the Director of Finance & Resources relative to developments in relation to health, safety and wellbeing issues since the previous meeting of the Joint Consultative Board (Non-Teaching), held on 8 February 2024. UNISON advised they were visiting schools and promoting a campaign which concentrated on the issues of violence in early years centres and schools.

**DECIDED:** That the report be noted.

### **2 Details of Grievances**

There was submitted a report by the Director of Finance & Resources relative to the number of grievances received.

The report provided information on grievances at both the informal and formal stages and indicated that there were a total of ten grievances as at April 2024, an increase of one case since the last meeting of this Board.

**DECIDED:** That the report be noted.

### **3 Agency Workers**

There was submitted a report by the Director of Finance & Resources relative to the number of agency staff employed within the Council as at 1 February 2024 and detailing the capacity and Services in which they were engaged. The report advised that as at 1 February 2024, 252 agency workers were employed across all Council Services, a decrease of 38 agency workers since January 2024. Renfrewshire Health & Social Care Partnership employed 155 of those agency workers.

**DECIDED:** That the report be noted.

#### 4 **Home Care Dispute**

The UNISON representatives expressed concern in relation to the ongoing dispute involving home care workers within Family and Wellbeing Services and advised of the ongoing work with management to resolve the dispute. The OD and Workforce Planning Manager confirmed there was a commitment from Services to resolve the dispute.

**DECIDED:** That the verbal report be noted.

#### 5 **Car Parking - Failure to Agree**

The UNISON representatives expressed concern in relation to the changes to parking charges at Renfrewshire House and delays from management to include them in the consultation process. They were concerned that disabled drivers would be charged for permits, car pool cars were not available at short notice for emergencies, and cars were only available during working hours, when many staff would require use of out of hours for duties, and that Renfrewshire House was the only Renfrewshire Council staff car park where charges would be imposed.

Head of Facilities & Property Services advised he was aware of the concerns and responded to some of the points raised and advised that he was aware of the collective grievance from UNISON which had been submitted on this matter.

**DECIDED:** That the verbal report by noted.

#### 6 **Date of Next Meeting**

**DECIDED:** That it be noted that the next meeting of the JCB (Non-Teaching) would be held at 3pm on 13 June 2024