



THE LONDON BOROUGH
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BROMLEY CIVIC CENTRE, STOCKWELL CLOSE, BROMLEY BRI 3UH

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DATE: 28 August 2012

To: Members of the
LOCAL JOINT CONSULTATIVE COMMITTEE

Employer's Side

Councillor Nicholas Bennett J.P.
Councillor Eric Bosshard
Councillor Stephen Carr
Councillor Ellie Harmer
Councillor William Huntington-Thresher
Councillor Russell Mellor
Councillor Tony Owen
Councillor Colin Smith
Councillor Diane Smith

Staff Side and Departmental Representatives

Richard Harries, Unite
Adam Jenkins, Unite
Glenn Kelly, Staff Side Secretary
Peter Moorcock, GMB
Mary Odoi, Unite
Kathy Smith, Unite
Max Winters, Education & Care Services

A meeting of the Local Joint Consultative Committee will be held at Bromley Civic Centre on **WEDNESDAY 5 SEPTEMBER 2012 AT 6.30 PM**

Rooms have been reserved for Members and the Staff Side to meet separately at 6pm before the meeting commences at 6.30pm. The Assistant Chief Executive (Human Resources) will be available from 6.00pm to brief Members.

MARK BOWEN
Director of Resources

A G E N D A

1 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS

2 DECLARATIONS OF INTEREST

To record any declarations of interest from Members present.

3 MINUTES FROM THE PREVIOUS MEETING OF THE LOCAL JOINT CONSULTATIVE COMMITTEE HELD ON 22ND MARCH 2012 (Pages 3 - 8)

4 LOCALISED PAY AND CONDITIONS (Pages 9 - 32)

At the Committee's previous meeting on 22nd March 2012, it was explained that the proposal for localised pay and conditions would be discussed again when it came up for consultation (final sentence of Minute 44A).

The matter was due for consideration at the Committee's meeting on 12th July 2012 as the consultation period had by then started. This followed authorisation by the General Purposes and Licensing Committee on 29 May 2012 for the Assistant Chief Executive (HR) to progress the proposal to formal consultation with trade union and departmental representatives and staff.

The report to the General Purposes and Licensing Committee is attached for information along with the relevant minute from the meeting.

The Staff Side Secretary has requested that the attached Staff Side Secretary Report is also provided for the item.

5 STAFF CAR PARKING AND ESSENTIAL USER CRITERIA/ALLOWANCES
(Pages 33 - 48)

Please see documents attached.

6 COUNCIL POLICY ON USE OF VOLUNTEERS

This item has been requested by the Staff Side with the following text:

"The staff side is conscious of the national debate that is taken place with regards to the use of volunteers being extended into public services. This is of course taking place at a time of the biggest cuts in local government's history and the staff side are naturally concerned to ensure that the use of volunteers is not being used to replace exiting staff or services currently provided by public sector workers.

As such we believe that a clear policy needs to be agreed between the Staff Side, Unions and the Council to avoid any unnecessary conflict.

We believe that the model recently adopted by the Library Senior Management on this issue is a good template for any other services looking at this. This included:

- 1. a written set of principles being agreed with Management, Staff Side and the Unions using the London Consortium guidelines;*
- 2. a written set of job roles produced for agreement; and*
- 3. all affected staff given an opportunity to be consulted with.*

The Staff Side calls on the Council to instruct Management to sit down with the Staff Side and Unions to agree a corporate policy on this issue."

7 DATE OF NEXT MEETING

The Committee is requested to note that the next scheduled meeting will be held on 5th December 2012.

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