



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

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DATE: 14 October 2014

To: Members of the
LOCAL JOINT CONSULTATIVE COMMITTEE

Employer's Side

Staff Side and Departmental Representatives

Councillor Nicholas Bennett J.P.
Councillor Eric Bosshard
Councillor Stephen Carr
Councillor Russell Mellor
Councillor Keith Onslow
Councillor Tony Owen
Councillor Diane Smith
Councillor Michael Turner
Councillor Angela Wilkins

Adam Jenkins, Unite
Glenn Kelly, Staff Side Secretary
Mary Odoi, Unite
Kathy Smith, Unite
Max Winters, Education & Care Services

A meeting of the Local Joint Consultative Committee will be held at Committee Room Bromley Civic Centre on **TUESDAY 21 OCTOBER 2014 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 Corporate Services

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 LOCAL JOINT CONSULTATIVE COMMITTEE HELD ON 19TH MARCH 2014 (Pages 5 - 6)

4 PAY AWARD 2015

The Staff Side wish to outline their position with regards next year's pay award, and wish to explain their opposition to the management proposal to end pay progression for new starters.

5 TERMS AND CONDITIONS OTHER THAN PAY--COLLECTIVE AGREEMENT

The Staff Side would like to discuss the matter of changes to terms and conditions, and the issue of collective agreement.

The Staff Side state:

At the time the council introduced local pay and conditions, they did so on the assurance that the only thing that would change was in relation to the pay award, and that all other terms and conditions would remain the same. Also that these terms and conditions could not be changed other than by collective agreements between the union and the employer.

During a recent court case, it became clear that the stated intend of the council is not what is actually stated in the contracts of employment for LBB employees. In light of this the Staff Side wish to propose that the contracts are amended to reflect the council’s stated position; this can easily be achieved through a collective agreement being drawn up between the unions and the council.

6 COMMISSIONING

The Staff Side would like to discuss the Commissioning process and state:

Communications to staff regarding commissioning always make reference to the budget pressures. However so far the commissioning of services does not appear to be delivering significant savings in Bromley and indeed elsewhere in the country e.g. Birmingham. It appears that the commissioning contracts are in fact a financial burden on the council.

<http://www.birminghampost.co.uk/business/business-opinion/david-bailey-service-birminghams-63000-a-day-7870124>

We are concerned as the council has to date failed to show how the outsourcing proposals comply with its responsibilities under the Social Value Act 2012.

We are also concerned that the council may not be following its CPR and ask whether the council is assured that through its commissioning process it is acting lawfully in this and other respects. Has a “Risk Register” been prepared?”

7 ANY OTHER BUSINESS

8 DATE OF NEXT MEETING

The Committee is requested to note that the next meeting will be held on 16th December 2014.

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