



NORTHAMPTON
BOROUGH COUNCIL

Council

Date: 28 September 2006

Item No:

Directorate: Finance, Governance and
Citizens

Mario Abela

Report of the Solicitor to the Council

Title of the Report:

Local Joint Committee

Purpose of the Report

To seek Council's approval to changes to the constitution.

Recommendations

- (1) Council agrees to disestablish the Local Joint Committee
- (2) Council agrees to the route for the adoption and consultation on human resources policy outlined in this report and consequently agrees to changes to the Constitution.
- (3) Council agrees to changes to the Officers Scheme of Delegations outlined in the report.

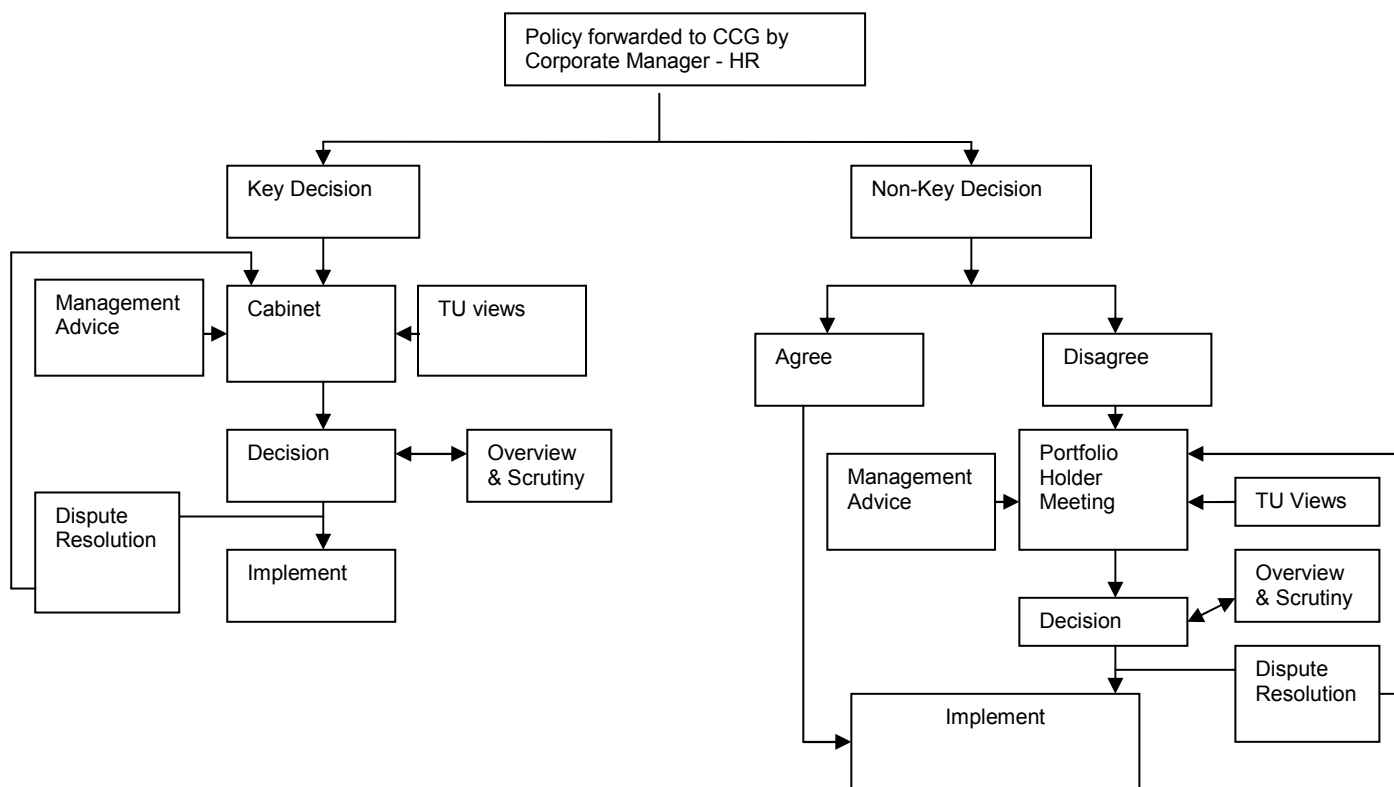
Background

Local Joint Committee

(1) Trade Unions and Management have recently revised the Corporate Consultative Group (CCG) which has become the forum for the exchange of information, views, communication and formal consultation and negotiation. Specifically discussion at the CCG will take place on major strategic plans and priorities, HR policies and their application, and structural changes. It acts as a link for other joint forums, e.g. Pay and Grading Review Project Team, HR Policy Review Group and local consultative bodies. The CCG meets monthly to a jointly agreed agenda.

(2) Local Joint Committee (LJC) meets quarterly and involves nominated Councillors in addition to the Trade Union and Management sides. It is a further consultative body but does not have formal decision-making powers. Agendas usually derive directly from CCG and often duplicate the same items.

(3) In order to rationalise and increase the efficiency and effectiveness of decision-making in this area it is proposed that the LJC be disestablished and the route for the adoption and consultation on human resource policy follows the route outlined diagrammatically below.



(4) By way of explanation, it is proposed that Human Resources policy ratification for the employee handbook be referred to Cabinet (for Key decisions) and to the Portfolio Holder under delegated powers for non-key decisions. In accordance with good industrial relations practice there will be the facility for Trade Union and management views to be fed into the decision-making process with a dispute resolution procedure, which could include mediation through ACAS, or any such similar body. Where the dispute resolution procedure changes the Cabinet or Portfolio Holder decision, there will be a need for the decision-making to be taken back through the cycle and to Cabinet and Portfolio Holder for decision.

(5) Certain employment type decisions cannot be made by Cabinet or the Portfolio Holder, because they are excluded from so doing by the Local Auths (Functions & Responsibilities)(England) Order 2000. For example the determination of terms and conditions on which employees hold office. Where such decisions are required then it is proposed that the Officers Scheme of Delegations be amended to allow these decisions to be made by a Corporate Director or the Head of Paid Service.

(6) This report seeks Council's authority to amend the Constitution to implement the changes outlined in this report.

Background Papers

FJF-File and Local Joint Committee