

THE VALE OF GLAMORGAN COUNCIL

COUNCIL: 4TH DECEMBER, 2023

REFERENCE FROM JOINT CONSULTATIVE FORUM: 25TH SEPTEMBER, 2023

“(m) Review of the Joint Consultative Forum’s Constitution (HHROD) –

The report was presented to the Forum by the Democratic and Scrutiny Services Officer with the purpose of the Forum reviewing the proposed changes to the Joint Consultative Forum’s (JCF) Constitution in order to seek agreement and subsequent endorsement by Full Council.

The amendments to the Constitution were outlined to the Forum which in essence would ensure that should the local Council employed Trade Union and employee representatives not be available to attend the Forum then provision could be made for regional representatives to attend instead. This would cover situations where representatives within the employment of the Council were either not available to attend or pending the election of a local representative, which would mean that an alternative representative from the relevant regional Trade Unions or employee bodies could attend the Forum instead and thereby ensure there was as much attendance and participation by as many and as wide ranging employee representatives and Trade Union members as possible.

Following the presentation of the report, Councillor Thomas stated that this amendment to the JCF Constitution would help to solve some of the quorate issues that the Forum occasionally faced and wished to endorse the recommendation suggested, which was agreed by the Forum as a whole.

It was subsequently

AGREED – T H A T the suggested changes to the Joint Consultative Forum’s Constitution be agreed and these be forwarded to Full Council for consideration and approval, with the inclusion of these changes concerning the membership of the Joint Consultative Forum in both the JCF and Full Council’s Constitutions.

Attached as Appendix – Report to Joint Consultative Forum: 25th September, 2023

APPENDIX

MEETING OF THE JOINT CONSULTATIVE FORUM 25TH SEPTEMBER 2023

REVIEW OF THE JOINT CONSULTATIVE FORUM'S CONSTITUTION

The Forum is being asked to review its Constitution.

Amendments will require agreement by Full Council.

Background

Following discussions between the Head of Human Resources and Organisational Development, the Chair of the Joint Consultative Forum and Trade Unions/Employee Representative Bodies, it has been suggested that changes are made to the Joint Consultative Forum's Constitution, with regard to Trade Union/Employee Representative attendance and representation at the meetings of this Forum. This is in order to ensure as much flexibility and accessibility to this Forum as possible for Council and Teaching staff representatives .

This is to ensure that the relevant unions and other bodies are able to have full representation at the Forum and accessibility to it, by allowing the attendance of regional representatives when local representatives in the employ of the Vale of Glamorgan Council are not in post to do so.

Key Issues for Consideration

Currently, under the Joint Consultative Forum's Constitution (paragraph 5.2) as well within the main Constitution of the Vale of Glamorgan Council itself (under paragraph 14.16, (p), (2)), the following is set out for the composition of employee representatives at the Forum:

"The employee representatives shall consist of a total of twelve representatives in the employ of the Council nominated collectively by the appropriate Trade Unions with the Teaching Association Trade Unions being provided with four representatives. In the event of an employee representative being unable to attend a meeting a substitute member in the employ of the Council can be nominated."

However, additional wording is proposed in order to widen the definition of representation for employee representatives at the Forum. Therefore, it is proposed that the paragraph should read as (changes highlighted in **bold and in italics**):

"The employee representatives shall consist of a total of twelve representatives in the employ of the Council. In the event of an employee representative being unable

to attend a meeting a substitute member in the employ of the Council can be nominated in the ***first instance.*** ***In certain circumstances, when representatives in the employ of the Council are not available to attend or pending the election of a local representative, where an employee representative cannot be sourced, regional representatives, will be*** nominated collectively by the appropriate Trade Unions with the Teaching Association Trade Unions being provided with four representatives.

This is to ensure that the Forum can benefit from the attendance and participation of as many and as wide-ranging employee representation as possible and to address circumstances where representatives in the employ of the Council are not available to attend or pending the election of a local representative. This would also help prevent the exclusion of the same at this key Forum in the situation where no local representation is available.

Recommendation

That the Forum considers the above suggested changes to its Constitution, and, if agreed, these be forwarded to Full Council for consideration and approval of the inclusion of these changes into the Membership of the Joint Consultative Forum in the Council's Constitution.