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Extract of Council Minute 20/12/2006

PAY MODERNISATION – PROPOSALS FOR IMPLEMENTATION OF THE SINGLE STATUS AGREEMENT

11022 A report was submitted by the Chief Executive providing an update on the status of on-going local negotiations and of the national context affecting progress in relation to implementation of the Single Status Agreement and to recommend an “Employer Offer” as a proposal for implementation of the Single Status Agreement in West Dunbartonshire Council.

11023 Councillor Devine, seconded by Councillor Rooney, moved:-

11024 That this Council approves the recommendations of the report as follows:-

- (1) to approve the Draft of the Employer’s Proposals (The Offer) for the Implementation of the Single Status Agreement as set out in Appendix 1 (grading structure) and Appendix 2 (terms & conditions);
- (2) to authorise the Chief Executive to issue West Dunbartonshire’s Proposals to the Trades Unions during January 2007 as the commencement of the formal consultation in accordance with statutory obligations; and

to note that a report on progress would be made to the new Council.

11025 The Chief Executive, the Head of Personnel Services and the Head of Legal and Administrative Services were heard in answer to Members’ questions.

11026 As an amendment, Councillor McLaughlin, seconded by Councillor Bolla, moved:-

11027 That this Council agrees to establish a short term working group comprising: Trades Unions, Councillors, and Officers to meet in January to try to reach agreement on the terms of the offer prior to submitting the formal offer to the Trades Unions. Furthermore, this Council is aware that the Trades Unions have expressed grave concerns about aspects of the current offer and therefore there is a need to prevent the Council being put at further financial risk, and this proposal could achieve this.

11028 On a vote being taken, 5 Members voted for the amendment and 13 for the motion which was accordingly declared carried.

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Extract of Council Minute 27/06/2007

PAY MODERNISATION – PROPOSALS FOR IMPLEMENTATION OF THE SINGLE STATUS AGREEMENT

A report was submitted by the Chief Executive:-

- (a) providing an update on the status of on-going local negotiations and of the national context affecting progress in relation to implementation of the Single Status Agreement;
- (b) recommending an 'Employers' Offer' as a proposal for implementation of the Single Status agreement in West Dunbartonshire Council; and
- (c) detailing the necessary steps that require to be taken to meet the Council's obligations in relation to employee consultation and statutory obligations.

Councillor Robertson, seconded by Councillor Rooney, moved:-

That the Council agrees:-

- (1) to approve the Draft of the Employer's Proposals (The Offer) for the Implementation of the Single Status Agreement as set out in Appendix 1; - Pay and Grading structure and Appendix 2; Terms & Conditions;
- (2) to authorise the Chief Executive to issue West Dunbartonshire's Proposals to the Trades Unions during July 2007 as the commencement of the formal consultation in accordance with statutory obligations;
- (3) as a precautionary measure, to authorise the Chief Executive to notify the Department of Trade & Industry at the appropriate juncture of the possibility of terminations of employment contracts and re-engagement should a collective agreement not be reached;
- (4) to note that a report on the consultation process would be made to Council at the earliest opportunity;
- (5) to authorise the Chief Executive to make appropriate arrangements to terminate existing bonus schemes to coincide with implementation of the Single Status agreement; and
- (6) that officers should work towards achieving zero detriment to staff before the end of the 3 year protection period.

At this point, Provost Agnew invited representatives from the trades unions to address the Council, namely Denise McLafferty (UNISON), Charlie McDonald (T&G) and Duncan Borland (GMB). All three trades unions representatives addressed the Council and urged Members to instruct the Corporate Management Team to work with Trades Unions in order to achieve an agreement whereby no members of staff should suffer detriment after the 3

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year protection period and that where possible existing conditions of service should be protected.

The Chief Executive and Head of Service were heard in answer to Members' questions.

As an amendment, Councillor Bolla, seconded by Councillor Black, moved:-

This Council agrees that the pay modernisation package being put forward for implementation should contain a no detriment clause to cover all existing employees.

The current management proposals are unacceptable.

Officers are instructed to continue to work with the Trades Unions to eradicate the detriment within the pay protection period. There should also be a harmonisation of terms and conditions with meaningful negotiations and agreement with all Trades Unions. These discussions should start immediately and continue until agreement is reached.

On a vote being taken, 2 Members voted for the amendment and 18 for the motion which was accordingly declared carried.

Councillor J. McColl returned to the meeting at this point.

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Extract of Council Minute 19/12/2007

SINGLE STATUS – UPDATE

A report was submitted by the Chief Executive:-

- (a) providing an update on the progress of the implementation of the Single Status Agreement within West Dunbartonshire Council;
- (b) providing an update on consultations with Trades Unions and the barriers that exist to securing a collective agreement; and
- (c) detailing work undertaken since June 2007 and the outstanding work required to implement Single Status and fulfil the Council's statutory responsibilities to meet equal pay.

The Chief Executive, the Head of Human Resources and Organisational Development and the Head of Legal, Administrative and Regulatory Services were heard in response to Members' questions.

ADJOURNMENT

Having heard Councillor Rooney, the Council agreed to adjourn for a short period.

The meeting reconvened at 10.15 p.m. with all those Members shown on the sederunt in attendance with the exception of Councillors Hendrie, J. McColl, R. McColl and McAllister.

Councillor Robertson, seconded by Councillor Smillie, moved:-

Given the complexity of the situation and that the Council will receive a full report and be asked to make a final decision in March/April 2007, the Council agrees:-

- (1) to the proposals to conclude the Job Evaluation process;
- (2) to commence a staff consultation exercise as detailed in paragraph 3.5 of the report in February 2008; and
- (3) to conclude negotiations and report progress to the Council.

As an amendment, Councillor Bollan, seconded by Councillor Black, moved:-

This Council agrees to conclude discussions with the Trade Unions on the basis of implementing a "no detriment" clause into the final agreement. The "no detriment" clause will cover all existing employees and will include all existing salary and conditions, and agreements, which are in force at the present time.

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The Head of Legal, Administrative and Regulatory Services informed the Council that if the amendment was carried then the Council would be open to legal challenge and therefore he would need to reserve his position as an officer.

Thereafter, the Council agreed to proceed by way of a roll call vote.

On a vote being taken, 2 Members voted for the amendment (namely Councillors Black and Bolla) and 15 for the motion (namely Provost Agnew, Councillors Bootland, Brown, Calvert, Casey, Finn, McBride, McElhill, McGlinchey, C McLaughlin, W. McLaughlin, McNair, Robertson, Rooney and Smillie).

The motion was accordingly declared carried.

At this point Councillors Hendrie, McAllister, J. McColl and R. McColl returned to the meeting.