

MINUTE
of
CABINET

Minute of Meeting held at 10.00am in the Council Chamber, Council Headquarters, Giffnock on 12 September 2019.

Present:

Councillor Tony Buchanan (Leader)
Councillor Caroline Bamforth

Councillor Colm Merrick
Councillor Paul O’Kane

Councillor Buchanan, Leader, in the Chair

Attending:

Lorraine McMillan, Chief Executive; Caroline Innes, Deputy Chief Executive; Andy Cahill, Director of Environment; Margaret McCrossan, Head of Accountancy (Chief Financial Officer); Sharon Dick, Head of HR and Corporate Services; and Paul O’Neil, Committee Services Officer.

Apologies:

Councillors Danny Devlin and Alan Lafferty.

DECLARATIONS OF INTEREST

1034. There were no declarations of interest intimated.

CONSOLIDATION OF THE LIVING WAGE

1035. The Cabinet considered a report by the Deputy Chief Executive, providing an update on the national position on the consolidation of the Living Wage and presenting options for consolidation in the Council.

The report explained that as part of the Scottish Joint Council (SJC) for Local Government Employees pay agreement covering the three year period from 1 April 2018 to 31 March 2021 which had been agreed in March 2019, there was a proposal to uplift the Scottish Local Government Living Wage (SLGLW) by the appropriate percentage uplift in each of the three years. It was noted that the SLGLW rate would be used as a minimum pay level for all pay, including additional hours, overtime, and other allowances.

Whilst noting that consolidation of the Living Wage means setting the lowest Spinal Column Point (SCP) used by Scottish Local Government pay scales at the same or at the nearest higher point to the Living Wage, and deleting all points below this, the report explained that

this would then have a knock on effect to the points above this and that any change the Council made would unavoidably come with a cost which would place further financial pressure on the Council.

The report proposed that the Council would ensure that consolidation of the Living Wage was implemented by March 2021 with the model being chosen being robust until 2024 and only affecting grades 1-6 with the top points for grade 6 remaining the same. Furthermore, it was proposed to engage with the Trade Unions immediately with the aim of agreeing a model for implementation by the end of March 2021.

The Cabinet:-

- (a) acknowledged the current position with regard to the Living Wage and the pay award agreement to consolidate by March 2021;
- (b) agreed that delegated powers be granted to the Deputy Chief Executive and the Head of HR and Corporate Services to negotiate and engage with the Trade Unions for implementation of the consolidated Living Wage; and
- (c) acknowledge and support the principles of:-
 - (i) maintaining incremental progression between grades where possible;
 - (ii) having no overlap between grades where changes are made;
 - (iii) introducing a model which would be robust until April 2024 based on current assumptions; and
 - (iv) introducing consolidation of the Living Wage by March 2021 within known budget constraints.

ENVIRONMENT DEPARTMENT – END-YEAR PERFORMANCE REPORT 2018/19

1036. The Cabinet considered a report by the Director of Environment, in relation to the end-year performance report 2018/19 for the Environment Department, details of which were appended to the report.

The Cabinet approved the report as a summary of the Environment Department's End-Year Performance for 2018/19.

CHAIR