

**JOINT CONSULTATIVE COMMITTEE FOR LOCAL GOVERNMENT EMPLOYEES -
10 DECEMBER 2024**

10 December 2024 at 2pm.

A Meeting of the **JOINT CONSULTATIVE COMMITTEE FOR LOCAL GOVERNMENT
EMPLOYEES**

PRESENT

Councillor Boyd, Convener; Councillors Brannan-McVey, Cairns, Carragher, Currie, Hume, Jarvie and D. Johnston

A Clark, J Hannigan, M Quigley, J Rooney, V. Thompson, J Watson and D. Whelan.

CHAIR

Councillor Boyd (Convener) presided.

IN ATTENDANCE

Chief Officer (People Resources), Employment and Policy Manager and Democratic Co-ordinator.

APOLOGIES

Councillors M. Coyle, Duffy and Logue and H. Smith, Unison, L Steward, Unison and F. Duddy (Occupational Safety and Wellbeing Manager).

**DECLARATIONS OF INTEREST IN TERMS OF THE ETHICAL STANDARDS IN PUBLIC LIFE ETC.
(SCOTLAND) ACT 2000**

1. Councillor Cairns, by virtue of his employment, declared a connection amounting to a declarable interest in respect of Paragraph 4 – Review of the Council's Trade Union Consultative Arrangements for Local Government Employees, and further declared that he considered the item was so sufficiently remote that it did not preclude his participation in consideration of the item.

CHANGES TO FLEXIBLE RETIREMENT COSTS

2. There was submitted a report by Chief Officer (People Resources) (1) providing an update on the changes advised by Strathclyde Pension Fund (SPF) and the impact on future applications for flexible retirement; (2) intimating that the costs associated with flexible retirement had increased and the Council would not be able to incur the residual strain on the fund cost; (3) advising that the Council would be unable to pay any costs associated with flexible retirement; and (4) indicating that as a result of the changes fewer employees would be able to take flexible retirement.

J. Watson, Unison inquired whether Council employees who had applied for flexible retirement had been updated on the information received from Strathclyde Pension Fund and whether SPF had been asked if employees could make up the difference to enable to take flexible retirement.

The Employment and Policy Manager advised that the Council's Policy for flexible retirement, which had been approved by Committee, had no enhanced funding from the Council budget to allow employee's flexible retirement and confirmed that the Council had raised the question in respect to an employee paying the difference to allow them to take flexible retirement and were advised it would not be permissible.

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It was noted that ill health retirement had not been affected.

The Chief Officer (People Resources) confirmed that the Council had, made a number of approaches to (SPF), and the lack of feedback from SPF had impacted on communicating the changes to employees.

It was requested that the Council representative raise the issue with the SPF Board. The Chief Officer (People Resources) advised that she would seek clarity on whether this was permissible.

Decided:

- 1) that the changes notified to all employers by Strathclyde Pension Fund Office around strain costs be noted;
- 2) that the impact that these changes would have on future applications for flexible retirement be recognised;
- 3) that it be noted that the Council would only approve applications for flexible retirement where there was no cost to the Council; and
- 4) that it be noted that the flexible retirement information and guidance available to employees and managers had been updated to manage expectations.

SPECIAL LEAVE PROVISION - BEREAVEMENT LEAVE

3. There was submitted a report by Chief Officer (People Resources) (1) providing details of the current leave provision available to employees who were dealing with bereavement; (2) detailing the impact and benefits of changes to bereavement leave; (3) seeking approval to enhance bereavement leave for employees; and (4) intimating that the changes to the Policy would be required to be approved at Finance and resources Committee.

Decided:

- (1) that the contents of the report be noted;
- (2) that the impact and benefits of the changes to bereavement leave for employees of the Council be acknowledged;
- (3) that the proposed enhancement to bereavement leave for employees be approved; and
- (4) that it be noted any changes to the policy would require to be approved at the Finance and Resources Committee.

REVIEW OF THE COUNCIL'S TRADE UNION CONSULTATIVE ARRANGEMENTS FOR LOCAL GOVERNMENT EMPLOYEES

4. There was submitted a report by Chief Officer (People Resources) (1) providing details on the Joint Consultative Committee (JCC) currently operates; (2) proposing a full review of the JCC be undertaken involving current Members of the Committee and appropriate Council Officers; (3) intimating that the JCC was an integral part of the make-up and operation of the consultative and collective bargaining process for the Council; (4) intimating that a report setting out recommendations, attaching on the updated constitution, and clarifying the business and authority of the committee together with the responsibilities and expected behaviours of all Members of the JCC; and (5) seeking approval of the Facility Time allocated to the relevant trade unions with immediate effect to enable a stronger, more robust form of partnership working.
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Decided:

- (1) that a review of all current consultative arrangements be undertaken, a Trade Union Recognition Agreement be created and signed by the trade unions and the Council representatives review, be agreed;
- (2) that it be noted that the JCC remains an integral part of the make-up and operation of the consultative and collective bargaining process within North Lanarkshire.
- (3) that the review of the current constitution, operation and business of the JCC be undertaken;
- (4) that a sub-group of the Joint Consultative Committee progress the review;
- (5) that a report would be submitted to the future meeting of the Committee attaching an updated Committee constitution, outlining the business, authority and the responsibilities and expected behaviours of all Members of the Committee, be authorised; and
- (6) that the Facility Time, arrangements as set in the report, be allocated to the relevant trade unions with immediate effect to enable a stronger, more robust form of partnership working, be agreed.

The Convener declared the meeting closed at 2.30pm.
