

MINUTE

of

JOINT CONSULTATIVE COMMITTEE (FIRST TIER)

Minute of Meeting held at 2.00pm in the Council Chamber, Council Headquarters, Giffnock on 16 May 2024.

Present:

Councillor Andrew Anderson
Councillor Tony Buchanan
Provost Mary Montague

Councillor Owen O'Donnell
Councillor Gordon Wallace

Union Representatives:

Karen Catlow (UNISON)
Kerry Cameron (UNISON)
John Guidi (SSTA)

Steven Larkin (UNISON)
Des Morris (EIS)

Des Morris in the Chair

Attending:

Julie Murray, Chief Officer, Health and Social Care Partnership; Louise Pringle, Director of Business Operations and Partnerships; Sharon Dick, Head of HR and Corporate Services; Tracy Morton, Education Senior Manager (Developing People); Jim Murray, Strategy Manager; Alison Drummond, Health and Safety Manager; Linda Hutchison, Senior Democratic Services Officer; and Victoria Harkness, Democratic Services Officer.

Apologies:

Maria Brown (GMB) and Deborah Clarke (UNISON).

MINUTE OF PREVIOUS MEETING

1. The Committee considered and approved as a correct record the Minute of the meeting held on 15 February 2024.

SCOTTISH JOINT COUNCIL AND SCOTTISH NATIONAL COMMITTEE FOR TEACHERS PAY CLAIMS

2. Mr Morris referred to the Scottish Negotiating Committee for Teachers (SNCT) pay claim submitted in January 2024, clarifying that no pay offer had been made thus far. Whilst referring to related COSLA meetings and bilateral discussions between COSLA and the Scottish Government on pay, he reported that at recent meetings the SNCT had emphasised the need for a meaningful and credible pay offer to be made. Mr Morris clarified that a COSLA sounding board meeting on pay was scheduled to take place on 17 May in advance of discussions on the issue at the forthcoming COSLA Leaders meeting later in the month, expressed hope that a pay offer would be made quickly and meet expectations following the

Leaders meeting, and confirmed that the SNCT's formal consideration of any formal offer could not start until one was made. He highlighted that the window for considering any offer prior to the summer effectively closed at the end of June because the Panel that required to consider it could not be convened during the forthcoming school holiday period. He urged COSLA to treat the pay issue as a matter of urgency, to avoid the situation remaining unresolved at the start of the 2024/25 school year and the declaration of a dispute.

Mr Larkin reported that, similarly, conversations on the Scottish Joint Council (SJC) pay claim had taken place, but no pay offer had been made thus far. He expressed concern regarding speculation that the offer to be made could include proposing a reduction in employee terms and conditions, stressing that this would be completely unacceptable to the Trade Unions (TUs). Reflecting the SNCT's views, he commented that the SJC expected a credible offer to be made to propose to TU members to avoid a dispute.

In response to Councillor Wallace, Mr Morris clarified that no comments could be made by the TUs on what a credible offer was considered to be until a formal offer had been made, but confirmed that a claim for a 6.5% pay increase had been submitted by the SNCT. Referring to the SJC pay claim, Mr Larkin clarified that the SJC held a similar position, expecting the employer side to make an offer in the first instance regarding which negotiations could take place as required.

Councillor O'Donnell acknowledged the views expressed on both pay claims, reporting that the Labour Group was urging COSLA to make an affordable offer as soon as possible. In response to him, Mr Larkin stated that he was not aware of any formal offer being made to any TU involved with the SJC. Having referred to various meetings that had taken place thus far on the pay claims, Councillor Buchanan expressed hope that issues would progress to the next stage of the pay claim process following the forthcoming meeting of COSLA Leaders.

The Committee noted the position.

COUNCIL HEALTH AND SAFETY COMMITTEE

3. The Committee considered and noted the Minute of the meeting of the Council's Health and Safety Committee held on 27 February 2024.

DATE OF NEXT MEETING

4. The Committee, having heard the Head of HR and Corporate Services confirm, in response to Provost Montague, that all 5 TUs were invited to attend Joint Consultative Committee (1st Tier) meetings, that they also attended related meetings, and that she was not aware of any barriers to attendance, noted that the next meeting was scheduled to take place on Thursday, 12 September 2024.

CHAIR