

SPECIAL COUNCIL MEETING THURSDAY 5 JANUARY 2023

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3.	Trade Union Local Pay and Condition Demands	<i>That all NJC staff are awarded incremental increases over the next two years, one scale rise this year and one scale next year, that extends to those Tupe'd over to Planning and a hardship payment of £601.</i> <i><u>Motion Lost</u> That Council award all employees a £500 increase on their pay Year 1 and a further £500 increase on their pay in Year 2 (not a one-off payment).</i>

**MINUTES OF THE PROCEEDINGS OF THE SPECIAL MEETING OF
COUNCIL HELD IN THE COUNCIL CHAMBER AND VIA VIDEO CONFERENCE
ON
THURSDAY 5 JANUARY 2023 AT 7:00PM**

In the Chair : The Mayor, Councillor Wallace (C)

Present : Alderman Baird (R), Boyle (R), Fielding (C),
Hillis (C), Knight-McQuillan (R), A McQuillan (C),
S McKillop (R), McLean (C)

Councillors Anderson (C), Bateson (R), Beattie (R),
Callaghan (C), Chivers (R), Dallat O'Driscoll (R), Holmes
(R), McAuley (C), McCandless (C), McCaw (R),
McGlinchey (R), McGurk (R), MA McKillop (R),
C McShane (R), P McShane (C), Mulholland (C), Nicholl
(R), Peacock (R), Quigley (C), Scott (C), Storey (C),
Watton (R)

Officers Present : D Jackson, Chief Executive (C)
D Wright, Chief Finance Officer (R)
S Duggan, Civic Support & Committee & Member Services
Officer (C)

A Lennox, Mobile Operations Officer (C)
C Thompson, ICT Operations Officer (C)

Key – C = Attended in the Chamber
R = Attended Remotely

The Chief Executive undertook a roll call.

The Mayor expressed condolences to the families of those recently bereaved, the passing of former Mayor of Coleraine Borough Council, John White; the passing of former Lord Lieutenant of County Antrim, Joan Christie CVO OBE and the passing of the wife of colleague, Michael Wilson.

1. APOLOGIES

Apologies were recorded for Alderman Duddy, Councillors Hunter, McCorkell, C McQuillan and Schenning.

It was advised that Councillor McMullan may be late. ¹

¹ Councillor McMullan did not join the meeting.

2. DECLARATIONS OF INTEREST

Alderman Knight-McQuillan declared an Interest in Trade Union Local Pay and Condition Demands and disconnected from the meeting. Alderman Knight-McQuillan did not participate nor vote on the Item.

Councillor Anderson declared an Interest in Trade Union Local Pay and Condition Demands and left the Chamber. Councillor Anderson did not participate nor vote on the Item.

* **Councillor Quigley arrived in The Chamber at 7.06pm.**

3. IN ACCORDANCE WITH STANDING ORDER 3.(1) THE MAYOR HAS CALLED THE MEETING TO CONSIDER TRADE UNION LOCAL PAY AND CONDITION DEMANDS

Confidential report, previously circulated.

Recommendation

It is recommended that Elected Members consider the Trade Union Side pay and condition demands and make an offer to alleviate the risk of industrial action causing further disruption to services.

The Chief Executive stated the Trade Union's had rejected the previous offer and were seeking a proposal from Council.

The Chief Executive stated the Mayor had asked regarding Council moving, '*in Committee*', he advised the matter was within the public domain, that any discussion on sensitive staffing matters would be recommended to move, '*in Committee*', at that stage.

Councillor Storey sought clarification who Council were in negotiations with, were they employees, or Union representatives, not employees of Council. Councillor Storey referred to declarations of interest, paid employees of Council negotiating a pecuniary interest.

The Chief Executive clarified negotiations were with Regional Trade Union Representatives of the three organisations represented by members of Council, that negotiation parties were not employees of Council.

Proposed by Councillor P McShane
Seconded by Councillor Mulholland

- That all NJC staff are awarded incremental increases over the next two years, one scale rise this year and one scale next year, that extends to those Tupe'd over to Planning and a hardship payment of £601.

Councillor McCandless advised conditions were faced by all residents in the Borough, inflation at over 10% and stated contributory factors to this. As a represent of the DEA, asked what Council were going to do for the remaining

citizens, to alleviate rates for high street retailers, the hospitality sector still suffering, he advised the money will come from rates increases or deplete Reserves. Councillor McCandless asked the current rates increase prediction. Councillor McCandless suggested a phased approach to minimise impact on constituents and requested Parties consider their proposals carefully.

In response to Councillor McCandless, the Chief Executive advised the pressure in excess of 10%, before any decisions have been made around fees, charges or reductions by way of savings.

Councillor McAuley stated there was no equality in the current proposal and request from Unions in helping lowest paid employees, the demographic of older Protestant men and discriminated against. Councillor McAuley stated there was an offer to support Scale 1-6, the lowest paid, he advised however, Unions would support employees in a higher salary bracket to take discrimination cases. Councillor McAuley advised one spinal point pay rise ranging from £183-£1,197, and questioned the equality. Councillor McAuley stated DUP would not be supporting spinal point increases. Councillor McAuley asked why the Trade Union Regional representatives were not passing information on to their Members.

Amendment

Proposed by Councillor McAuley

Seconded by Councillor Scott

- That Council award all employees a £500 increase on their pay Year 1 and a further £500 increase on their pay in Year 2 (not a one-off payment).

The Mayor put the Amendment to the Council to vote.

13 Members voted For, 16 Members voted Against, 0 Members Abstained.

The Mayor declared the amendment lost.

The Mayor put the substantive proposal to the Council to vote.

16 Members voted For, 13 Members voted Against, 0 Members Abstained.

The Mayor declared the motion carried.

RESOLVED - That all NJC staff are awarded incremental increases over the next two years, one scale rise this year and one scale next year, that extends to those Tupe'd over to Planning and a hardship payment of £601.

Following a request for clarification from the Chief Finance Officer, the Mayor clarified the £601 hardship payment would be made immediately.

There being no further business, the Mayor thanked everyone for their attendance and the meeting concluded at 7.30 pm.

Mayor