

NEWRY MOURNE AND DOWN DISTRICT COUNCIL

**Minutes of Special Strategy Policy & Resources Committee Meeting held on
Tuesday 1 December 2020 at 6.00pm via Microsoft Teams & Downshire Civic Centre
(Hybrid)**

In the Chair: Councillor G Sharvin

In Attendance:

Councillor P Brown	Councillor P Byrne
Councillor C Enright	Councillor H Gallagher
Councillor O Hanlon	Councillor R Howell
Councillor A Lewis	Councillor H McKee
Councillor O Magennis	Councillor D Murphy
Councillor B Ó Muirí	Councillor M Savage
Councillor W Walker	

Also in attendance:

Councillor T Andrews	Councillor R Burgess
Councillor W Clarke	Councillor D Curran
Councillor L Devlin	Councillor G Malone
Councillor D McAteer	Councillor K McKeivitt
Councillor A McMurray	Councillor D Taylor
Councillor J Tinnelly	Councillor J Trainor
Councillor G Stokes	

Officials in Attendance: Mrs M Ward, Chief Executive
Mrs D Carville, Director of Corporate Services
Mr M Lipsett, Director of Active & Healthy Communities
Mr C Mallon, Director of Enterprise, Regeneration & Tourism
Mr J McBride, Director of Neighbourhood Services (Acting)
Mrs C Miskelly, Assistant Director Corporates Services, HR & Safeguarding
Mr P Preen, HR Policy & Projects Manager
Mrs L Fitzsimmons, HR Manager
Miss S Taggart, Democratic Services Manager
Ms L O'Hare, Democratic Services Officer

SPR/183/2020: APOLOGIES AND CHAIRPERSON'S REMARKS

Apologies were received from Councillors Doran and Murphy.

SPR/184/2020: DECLARATIONS OF INTEREST

There were no declarations of interest.

ITEMS RESTRICTED IN ACCORDANCE WITH PART 1 OF SCHEDULE 6 OF THE LOCAL GOVERNMENT ACT (NI) 2014

Agreed: On the proposal of Councillor Hanlon, seconded by Councillor Savage, it was agreed to exclude the public and press from the meeting during discussion on the next matter which related to exempt information by virtue of para. 3 of Part 1 of Schedule 6 of the Local Government (Northern Ireland) 2014 – Information relating to the financial or

business affairs of a particular person (including the Council holding that information) and the public may, by resolution, be excluded during this item of business.

SPR/185/2020: TO AGREE THE OUTCOMES OF A CONCILIATED PROCESS WITH THE LABOUR RELATIONS AGENCY

Read: Report dated 1 December 2020 from Mrs D Carville, Director of Corporate Services, regarding Trade Union Dispute/Terms and Condition of Employment **(Copy circulated)**

The Chief Executive, Mrs D Carville and Mrs C Miskelly updated Members on recent conciliatory meetings that had taken place involving the Labour Relations Agency and Trade Unions on 25 and 30 November 2020. They advised that appendix 5 was not included within the agenda papers as Joint Trade Unions had not signed off on the document as yet. Mrs Miskelly clarified the position of the Trade Unions was that time was against them rather than a lack of will to make agreement.

Following lengthy discussions, during which Members thanked the officers for the work undertaken thus far, it was agreed on the proposal of Councillor Ó Muirí, seconded by Councillor Byrne to have a short adjournment.

The meeting did then adjourn – 19.42pm
The meeting did then resume – 19.57pm

Councillor Byrne highlighted concerns regarding the lack of Appendix 5 within the agenda papers, as it was an independent document. He understood that time was an issue and proposed that Members agree to noting the documents that had been presented, noting the discussions that had taken place, proposing in principle that they move staff from scale 2-3 to scale 3-4 as recommended and release the resources in order to continue with the next stage of the negotiations. He stated that due to time pressures this would enable the document to be presented to Members prior to ratification at full Council. This was seconded by Councillor Hanlon.

Members agreed with the proposal. Councillor Brown advised he was abstaining.

Agreed: On the proposal of Councillor Magennis, seconded by Councillor Savage, it was agreed the Committee come out of closed session.

Agreed: On the proposal of Councillor Byrne, seconded by Councillor Hanlon, it was agreed to approve the following recommendations:

- **That Members note the discussions which had taken place as set out in Appendices 1-4.**
- **That Members approve, in principle, for ratification at full Council, the MS proposal which would mean all Drivers and Loader/Operatives move onto the same JD with effect from 1st December 2020; based on the previously evaluated legacy Newry and Mourne District Council job descriptions LGV category C Driver (post 126) and Refuse Loader (post 189). The material impact of this would be that Refuse Operatives from the former Down Council will move from Scale 2 to Scale 3 and Refuse Drivers from the former Down Council will move from Scale 3 to Scale 4.**

Those working in the former Newry and Mourne Council area are already employed on Scale 3 & 4 respectively. This will be agreed without prejudice to further discussions/negotiations in relation to the legal standing of the Down District Council Single Status Agreement.

- **That Members agree, in principle, to make available the necessary resources through paid release; to support the delivery of the agreed programme of work to the end of March 2021 relating to negotiations on Terms and Conditions; which will be brought back through SPRC.**

There being no further business, the Meeting concluded at 20.10pm.

**Signed: Councillor Gareth Sharvin
Chairperson**

**Signed: Dorinnia Carville
Director of Corporate Services**