

Minutes of the meeting of the **GENERAL PURPOSES** Committee held at the Council Offices, Whitfield on Monday 21 June 2010 at 5.00 pm.

Present:

Chairman: Councillor J C Record

Councillors: T J Bartlett  
G Cowan  
M R Eddy

Officers: Head of Governance  
Barrister (Litigation and Regulation)  
Case Consultant (Employee Relations) – East Kent HR Partnership  
HR Administrator – East Kent HR Partnership  
Democratic Services Manager

Apologies for absence were received from Councillors C J Smith and P A Watkins.

107 SUBSTITUTE MEMBERS

It was noted that, in accordance with Rule 4 of the Council's Procedure Rules, Councillor T J Bartlett had been appointed as substitute for Councillor P A Watkins

108 MINUTES

The Minutes of the meeting of Committee held on 24 March 2010 were approved as a correct record and signed by the Chairman.

109 COLLECTIVE AGREEMENT – TRADE UNION RECOGNITION AND PROCEDURE AGREEMENT BETWEEN DOVER DISTRICT COUNCIL AND UNISON [AND GMB]

Committee considered the report of the Head of Paid Service concerning a Collective Agreement in respect of collective bargaining between the Dover District Council as employer and appropriate representatives of the employees relating to terms and conditions of employment; physical working conditions; hiring, firing and suspension; discipline; union membership and union facilities, recognition and procedures. Canterbury, Shepway and Thanet Councils already had in place a Collective Agreement and it was suggested that alignment with these neighbouring authorities was advisable as the East Kent shared services progressed.

At its meeting held on 16 June 2010 the Joint Staff Consultative Forum had considered the same report and had agreed to recommend to this Committee that the Collective Agreement be approved for adoption and the Chief Executive as Head of Paid Service, be authorised to sign the Agreement.

The Case Consultant, Employee Relations, clarified that paragraph 6.5 of the Agreement should specify the Democratic Services Manager as the recipient of agenda items

RESOLVED: (a) That, subject to the addition of Appendix references, minor typographical corrections and the following amendments, the Collective Agreement, as appended to the report of the Head of Paid Service now submitted, be adopted:

- (i) Paragraph 3.6 to read "It is accepted that informal discussions between ...".
  - (ii) Paragraph 3.11 should read "Appendix 1".
  - (iii) Paragraph 4.4 to read "... based upon the agreed protocols of the Forum".
  - (iv) Paragraph 4.6 should read "Appendix 3".
  - (v) Paragraph 5.7 should read "Appendix 1".
  - (vi) Paragraph 5.9 should read Director of Governance and Director of Finance.
  - (vii) Paragraph 6.3 to read "Notes will be taken of all meetings by a member of Democratic Support staff ....".
  - (viii) Paragraph 6.4 to read "... shall normally be circulated at least five working days in advance of the meeting".
  - (ix) Paragraph 6.5 to read "Items for the agenda should be received by the Democratic Services Manager eight working days in advance of the meeting".
  - (x) Appendix 1 to the Agreement, Stage 1 (a) to read "... a meeting to be chaired by a Member appointed for the purpose".
  - (xi) Appendix 1 to the Agreement, Stage 1 (b) to read "... and normally within eight working days".
  - (xii) Appendix 1 to the Agreement, Stage 1 (c) to read "Members of the Joint Forum will attend the meeting".
  - (xiii) Appendix 1 to the Agreement, Stage 2 to read "... shall jointly refer the matter for conciliation".
  - (xiv) The Trade Union Facilities Agreement, paragraph 18(b), replace the word "stationary" with the word "stationery".
- (b) That the Chief Executive, as Head of Paid Service, be authorised to sign the Agreement and the date of signing will be the date of commencement of the Agreement.

110 DISCRETIONARY PAYMENT OF ADDED YEARS

The Head of Paid Service submitted a report in respect of proposals to remove the Council's discretion to pay added years to eligible staff on early release of pension, subject to criteria under the Local Government Pension Scheme. In the current financial climate and with present budgetary pressures this practice was financially unsustainable and potentially discriminatory. Neither Thanet District Council nor Shepway District offered discretionary augmentation on early release of pension.

The matter had also been discussed by the Joint Staff Consultative Forum but the Forum had been unable to agree on which of the three options available to the Council should be recommended to this Committee.

There being an equality of votes, the Chairman of the Committee exercised her casting vote and voted for the motion whereupon, the motion was carried.

RESOLVED: That the Council's Employer Pension Policy Decisions and Early Retirement Policy be amended to remove the discretionary and non-contractual option to award payment of added years to eligible staff on termination of employment through redundancy.

(Councillors G Cowan and M R Eddy asked that their vote against the resolution be recorded.)

The meeting ended at 5.50 pm.