

**EXTRAORDINARY MEETING OF  
THE COUNCIL OF THE CITY OF COVENTRY**

**8th February, 2005**

PRESENT

Lord Mayor (Councillor Gazey)

Deputy Lord Mayor (Councillor Lakha)

Councillor Ahmed	Councillor Mrs. Lancaster
Councillor Arrowsmith	Councillor Lee
Councillor Asif	Councillor Mrs. Lucas
Councillor Auluck	Councillor Ms. McKay
Councillor Mrs. Basu	Councillor McNicholas
Councillor Batten	Councillor Mrs. Maskell
Councillor Benefield	Councillor Matchet
Councillor Bhyat	Councillor Mulhall
Councillor Mrs. Bigham	Councillor Mutton
Councillor Blundell	Councillor Nellist
Councillor Charley	Councillor H. Noonan
Councillor Chater	Councillor M. Noonan
Councillor Cliffe	Councillor O'Neill
Councillor Clifford	Councillor Patton
Councillor Crookes	Councillor Miss Reece
Councillor Mrs. Dixon	Councillor Ridge
Councillor Duggins	Councillor Ridley
Councillor Field	Councillor Ruddy
Councillor Foster	Councillor Mrs. Rutter
Councillor Mrs. Griffin	Councillor Sawdon
Councillor Mrs. Harper	Councillor Skipper
Councillor Ms. Hunter	Councillor Mrs. Stone
Councillor Mrs. Johnson	Councillor Taylor
Councillor Kelly	Councillor Townshend
Councillor Kelsey	Councillor Williams
Councillor Mrs. Lacy	

**Apologies**

An apology for absence was received from Councillor Harrison.

**90. Motion – Adjournment of Meeting**

Councillor Mutton moved the following motion, which was seconded by Councillor Duggins and lost:-

"That the Council do adjourn"

(NOTE: A recorded vote was required in accordance with Paragraph 4.1.72 of the City Council's constitution and the members voting for and against the notice of motion in this minute were as follows:-

<b>For</b>	<b>Against</b>	<b>Abstain</b>
Councillor Auluck	Councillor Ahmed	
Councillor Mrs. Basu	Councillor Arrowsmith	
Councillor Batten	Councillor Asif	
Councillor Benefield	Councillor Blundell	
Councillor Bhyat	Councillor Charley	
Councillor Mrs. Bigham	Councillor Cliffe	
Councillor Chater	Councillor Crookes	
Councillor Clifford	Councillor Mrs. Dixon	
Councillor Duggins	Councillor Foster	
Councillor Field	Councillor Gazey	
Councillor Ms. Hunter	Councillor Mrs. Griffin	
Councillor Kelly	Councillor Mrs. Harper	
Councillor Mrs. Lacy	Councillor Mrs. Johnson	
Councillor Lakha	Councillor Kelsey	
Councillor Mrs. Lancaster	Councillor Lee	
Councillor Mrs. Lucas	Councillor Mrs. Maskell	
Councillor Ms. McKay	Councillor Matchet	
Councillor McNicholas	Councillor H. Noonan	
Councillor Mulhall	Councillor M. Noonan	
Councillor Mutton	Councillor O'Neill	
Councillor Nellist	Councillor Miss Reece	
Councillor Patton	Councillor Ridge	
Councillor Ruddy	Councillor Ridley	
Councillor Skipper	Councillor Mrs. Rutter	
Councillor Mrs. Stone	Councillor Sawdon	
Councillor Townshend	Councillor Taylor	
	Councillor Williams	
	Councillor Gazey	

Result: 26 for, 27 against and 0 abstentions.

## 91. **Declarations of Interest**

### **Interests in Reports for Consideration**

#### **Personal**

<b>Member</b>	<b>Minute No.</b>
Councillor Chater	93
Councillor Mrs. Lancaster	93

#### **Prejudicial**

<b>Member</b>	<b>Minute No.</b>
Councillor Asif	93
Councillor Benefield	93
Councillor Mrs. Johnson	93
Councillor Lakha	93
Councillor Mulhall	93

(NOTE: Councillors Asif, Benefield, Mrs. Johnson, Lakha and Mulhall withdrew from the meeting during consideration of this item.)

**92. Exclusion of Press and Public**

RESOLVED that under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for part of the item of business contained in Minute 93 below relating to "Implementing Single Status" on the grounds that the item involved the likely disclosure of exempt information as defined in Schedule 12A of that Act in particular Paragraph 11 of Part I of that Schedule.

**93. Implementing Single Status**

The Council considered two reports of the Chief Executive, one in public (Appendix A) and one in private which sought approval for:-

- (i) Proposals for new pay and conditions of service for employees of the City Council covered by the National Joint Council for Local Government Services.
- (ii) Funding arrangements for implementation of the new pay and conditions.
- (iii) The approach to and timing of the implementation of the proposals.

The private report provided further background information to the main public report relating to legal issues and trade union negotiation issues. The Council also considered a supplementary report (Appendix B) updating Members on issues which had arisen since those reports were published.

The Single Status agreement was a national agreement signed in 1997 to address historical equal pay issues and to harmonise terms and conditions in local government between officers and manual workers. It brought together the terms and conditions of service of these two groups of employees into a new National Joint Council for Local Government Services. The National Pay Agreement of April 2004 set a deadline of 2007 for implementation of pay and grading reviews.

In Coventry the following differences in pay and conditions existed:-

- within the manual worker groups where bonus and allowances were largely paid to men.
- at the interface between the skilled manual worker and former officer grades.
- in the difference in grading of traditional female types of jobs and male types of job.

Some of these differences in pay arose in the 1970s to allow the Council to compete with the high wages being paid to men in the major car factories. Other social inequalities have existed nationally across all sectors where traditional female jobs e.g. care and catering, had not been valued equally.

The National Agreement was reached on the principle that solutions should be reached where possible to a process of local bargaining rather than litigation on equal pay claims. Unlike most of the West Midlands authorities, many of whom have had substantial claims to address, Coventry City Council does not currently have any equal pay claims outstanding because by agreement between the Council and the Trades Unions, local bargaining has continued throughout the eight years since the agreement was signed. However, this was on the understanding that the Council took the necessary steps to meet its equal pay obligations.

The reports set out the background to work undertaken by the Council with the Trades Unions, details of the evaluation process and the presentation of proposals to the workforce, together with the current national position and three options for moving Single Status forward.

Section 3.15 of the public report (Appendix A) referred to a review of the job evaluation exercise undertaken by independent experts jointly on behalf of management and Trades Unions. The outcomes of the review had been received on Friday 4th February, 2005 and these were attached to the supplementary report (Appendix B).

The recommendations set out in the reports were as follows:-

1. Approve the proposals for new pay and conditions within the City Council, highlighted in section 4.1 and 4.2 of the report (Appendix A) and given in detail in the document entitled 'Single Status Agreement' issued in September 2004 (Appendix 1 to the report) and subsequently amended by the document at Appendix 2 to the report.
2. Approve the funding arrangements for new pay and conditions as detailed in section 5.6 of the report (Appendix A).
3. Approve the recommendation for implementation identified as option (iii) in section 4.6 of the report (Appendix A).
4. Approve the arrangements for back pay identified in section 5.6.3 of the report (Appendix A).
5. Approve the protection arrangements for the employees identified in 5.7 of the report (Appendix A).
6. Adopt the recommendations identified in the report from the independent review team on the job evaluation exercise (Appendix B).

The following amendment was moved by Councillor Mutton, seconded by Councillor Duggins and lost:-

"That this Council supports a fourth option which is not contained within the report.

The fourth option is as follows:

"To delay any decision on implementing Single Status to allow further time for negotiations with the Trade Unions to deal with outstanding anomalies and appeals, also to examine the report back on the outcome of the independent review of job evaluation.

This work to be completed before the end of July to attempt to reach a negotiated settlement."

(NOTE: A recorded vote on this amendment was required in accordance with Paragraph 4.1.72 of the City Council's Constitution, and the Members voting for and against the amendment in this minute were as follows:-

<b>For</b>	<b>Against</b>	<b>Abstain</b>
Councillor Auluck	Councillor Ahmed	
Councillor Mrs. Basu	Councillor Arrowsmith	
Councillor Batten	Councillor Blundell	
Councillor Bhyat	Councillor Charley	
Councillor Mrs. Bigham	Councillor Cliffe	
Councillor Chater	Councillor Crookes	
Councillor Clifford	Councillor Mrs. Dixon	
Councillor Duggins	Councillor Foster	
Councillor Field	Councillor Gazey	
Councillor Ms. Hunter	Councillor Mrs. Griffin	
Councillor Kelly	Councillor Mrs. Harper	
Councillor Mrs. Lacy	Councillor Kelsey	
Councillor Mrs. Lancaster	Councillor Lee	
Councillor Mrs. Lucas	Councillor Mrs. Maskell	
Councillor Ms. McKay	Councillor Matchet	
Councillor McNicholas	Councillor H. Noonan	
Councillor Mutton	Councillor M. Noonan	
Councillor Nellist	Councillor O'Neill	
Councillor Patton	Councillor Miss Reece	
Councillor Ruddy	Councillor Ridge	
Councillor Skipper	Councillor Ridley	
Councillor Mrs. Stone	Councillor Mrs. Rutter	
Councillor Townshend	Councillor Sawdon	
	Councillor Taylor	
	Councillor Williams	

Result: 23 for, 25 against and 0 abstentions.

Councillor Nellist moved the following further amendment, which was seconded by Councillor Ms. McKay, and lost:-

"Under recommendations, after "Council is recommended to", delete 2.1 to 2.5 and insert "note the Chief Executive's report and approve the recommendation identified as option (i) in Section 4.3 of this report."

RESOLVED that the City Council:-

- (i) Approve the proposals for new pay and conditions within the City Council, highlighted in Section 4.1 and 4.2 of the report appended to these minutes as Appendix A and given in detail in the document entitled "Single Status Agreement" issued in September 2004 (Appendix 1 to the above report) and subsequently amended by the document at Appendix 2 to the above report.

- (ii) Approve the funding arrangements for new pay and conditions as detailed in Section 5.6 of the report appended to these minutes as Appendix A.
- (iii) Approve the recommendations for implementation identified as option (iii) in Section 4.6 of the report appended to these minutes as Appendix A.
- (iv) Approve the arrangements for back pay identified in Section 5.6.3 of the report appended to these minutes as Appendix A.
- (v) Approve the protection arrangements for the employees identified in Section 5.7 of the report appended to these minutes as Appendix A.
- (vi) Adopt the recommendations identified in the report appended to these minutes as Appendix B from the Independent Review Team on the job evaluation exercise.

(NOTE: A recorded vote was required in accordance with Paragraph 4.1.72 of the City Council's constitution on the resolutions and the Members voting for and against the resolutions were as follows:-

<b>For</b>	<b>Against</b>	<b>Abstain</b>
Councillor Ahmed	Councillor Auluck	
Councillor Arrowsmith	Councillor Mrs. Basu	
Councillor Blundell	Councillor Batten	
Councillor Charley	Councillor Bhyat	
Councillor Cliffe	Councillor Mrs. Bigham	
Councillor Crookes	Councillor Chater	
Councillor Mrs. Dixon	Councillor Clifford	
Councillor Foster	Councillor Duggins	
Councillor Gazey	Councillor Field	
Councillor Mrs. Griffin	Councillor Mrs. Hunter	
Councillor Mrs. Harper	Councillor Kelly	
Councillor Kelsey	Councillor Mrs. Lacy	
Councillor Lee	Councillor Mrs. Lancaster	
Councillor Mrs. Maskell	Councillor Mrs. Lucas	
Councillor Matchet	Councillor Ms. McKay	
Councillor H. Noonan	Councillor McNicholas	
Councillor M. Noonan	Councillor Mutton	
Councillor O'Neill	Councillor Nellist	
Councillor Miss Reece	Councillor Patton	
Councillor Ridge	Councillor Ruddy	
Councillor Ridley	Councillor Skipper	
Councillor Mrs. Rutter	Councillor Mrs. Stone	
Councillor Sawdon	Councillor Townshend	
Councillor Taylor		
Councillor Williams		

Result: 25 for, 23 against and 0 abstentions.

(NOTE: The meeting ended at 9.00 p.m.)