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MEETING	URGENCY COMMITTEE
DATE	10 DECEMBER 2007
PRESENT	COUNCILLORS STEVE GALLOWAY (CHAIR), GILLIES, SCOTT, WALLER (SUBSTITUTE) AND HORTON (SUBSTITUTE)
APOLOGIES	COUNCILLORS JAMIESON-BALL AND POTTER

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#### **24. DECLARATIONS OF INTEREST**

Members were invited to declare at this point in the meeting any personal or prejudicial interests they might have in the business on the agenda.

Cllr Scott declared a personal, non prejudicial interest in agenda item 5 (Removal of Bonus Payments), as a 'no win, no fee' solicitor specialising in employment law. He indicated that neither he nor his firm was dealing with any cases directly related to the matter under consideration.

#### **25. EXCLUSION OF PRESS AND PUBLIC**

RESOLVED: That the press and public be excluded from the meeting during consideration of Annex 1 to Agenda Item 5 (Removal of Bonus Payments), on the grounds that it contains information relating to negotiations in connection with a labour relations matter and information in respect of which a claim to legal professional privilege could be maintained in legal proceedings. Such information is classed as exempt under paragraphs 4 and 5 respectively of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by the Local Government (Access to Information) (Variation) Order 2006.

#### **26. MINUTES**

RESOLVED: That the minutes of the Urgency Committee meeting held on 28 September 2007 be approved and signed by the Chair as a correct record.

#### **27. PUBLIC PARTICIPATION**

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

## 28. REMOVAL OF BONUS PAYMENTS

Members considered a report which outlined the offer made to Council staff in relation to the removal of bonus payments and sought endorsement for the agreement and its implementation.

The matter had been brought to Urgency Committee in view of the agreement by Corporate Management Team (CMT) that proposals for a buy out of bonus be negotiated with trades unions then brought to Members to enable implementation by mid-December. Details of the five options considered by CMT, and the proposals recommended by them and subsequently negotiated with the unions, were set out in the exempt Annex 1 to the report.

Officers confirmed at the meeting that negotiations were now complete and union members had been balloted on the offer recommended by CMT. Results of the ballot, received last week, showed 95% in favour of the offer.

RESOLVED: That the offer made to affected staff, and its subsequent implementation, be approved.

REASON: To enable the agreement to be processed before 31 December 2007.

### Action Required

Implement the agreement.

KS

S F Galloway, Chair

[The meeting started at 12.30 pm and finished at 12.40 pm].