

**BALLYMONEY BOROUGH COUNCIL
RESOURCES TASK GROUP**

Tuesday 27th August 2013

Table of Contents

51.1	Good Wishes	<i>Ald. Campbell</i>
51.2	Declarations of Interest	<i>Nil</i>
51.3	Minutes of Meeting No 50 – 1 st July 2013	<i>Agreed</i>
51.4	Update Report on Review of Management Structure in Joey Dunlop Leisure Centre	<i>pay protection recommended</i>

**BALLYMONEY BOROUGH COUNCIL
RESOURCES TASK GROUP**

Minutes of meeting of Resources Task Group held in the McKinley Room, Riada House on Tuesday 27th August 2013 at 2.00 p.m.

IN THE CHAIR: Alderman Harry Connolly (Vice-Chair)

PRESENT: **Alderman**
F Campbell

Councillors
J Finlay
T McKeown
E Robinson, MBE
I Stevenson

IN ATTENDANCE: Chief Executive
Director of Central & Leisure Services
Head of Corporate & Development Services

51.1 GOOD WISHES

The Chairman extended good wishes to Alderman Campbell and welcomed him back following his recent period of convalescence. Alderman Campbell thanked the Chair and members for their kind remarks.

51.2 DECLARATIONS OF INTEREST

There were no declarations of interest.

51.3 MINUTES MEETING NO 50 – 1ST JULY 2013

It was proposed by Councillor Finlay, seconded by Councillor Stevenson and **AGREED:**

that the minutes of the committee's meeting No. 50 on 1st July 2013, as circulated, be confirmed as a correct record.

51.4 UPDATE REPORT ON REVIEW OF MANAGEMENT STRUCTURE IN JOEY DUNLOP LEISURE CENTRE

4.1 Centre Manager Post

The Director of Central and Leisure Services presented the report.

Categorisation exercise carried out and Assistant Manager (Post Ref: 30111) categorised into post of Centre Manager, evaluated at PO1. Assistant Manager post graded at SO2 plus contractual enhancements for unsocial and weekend working, bringing the post equivalent to PO3 grade. Centre Manager post is a standard working week and attracts neither unsocial nor weekend working payments, so there is financial detriment to existing postholder. **RTG is requested to consider pay protection.**

* Councillor McKeown joined the meeting during presentation of the report.

Committee's attention was drawn to Council's present policy – Council on 6th June 2012 approved a recommendation from CRCS (405.8.20) that Council *“in fellow feeling with its neighbouring Council, ensure that its employees whose salary is adversely impacted by a structural change will not suffer any financial detriment for a period of three years”*.

(The full minute of the item is reproduced as appendix A.)

Councillor Finlay proposed and Councillor Stevenson seconded:

that the salary, with enhancements, equating to PO3, of former Assistant Manager post of employee Ref 30111, be protected indefinitely and that he also benefit from any salary increases applying to salary grades, with average superannuable pay being also protected.

During discussion the Director and Chief Executive responded to questions including clarification on protection under the single status exercise.

The Chief Executive referred to Council's consideration of Pay Protection Policy (CRCS405.8.2) his recommendation and its decision in the previous case arising from a structural change resulting in a post being lost and in respect of which the circumstances were similar. He cautioned members on the dangers of the course of action proposed.

On being put to the meeting by the Chair the motion as set out above was recommended to Council.

4.2 Centre Supervisors Posts –

The Director of Central & Leisure Services reported on the two vacant posts arising from the structural review exercise. Job description has been drawn up and agreed and were to be submitted for evaluation and approval, following which posts then will be filled. In response to questions she advised that he was seeking HR advice in relation to recruitment process, whether by internal trawl or under the vacancy control procedures.

The meeting closed at 2.20 p.m.

APPENDIX A

Minute Extract – Minute 4.1 (RTG51) refers

CRCS405.8.2 Pay Protection Policy

The Chief Executive reported on representations and proposals on pay protection put to him by NIPSA arising from discussion on the redundancy situation facing employee No. 50094 resulting from service structural change. He advised that the employee remains on his substantive pay during the three month notice period whilst suitable alternative employment within the Council is identified. He also appraised members of arrangements negotiated and under consideration in other councils in the Cluster.

He explained that each employer council is in a position to reach its own agreement on pay protection policy, if indeed it chooses to introduce one. Any such policy would require to be screened under Section 75 for any equality issues which might arise and that process could take several months to reach a conclusion.

If the committee favours the principle of pay protection where a restructuring has occurred and to recommend that Council adopt a policy it is **recommended that:**

1. **a pay protection policy is developed and negotiated with the relevant trades unions;**
2. **as a one off without prejudice agreement, the average superannuation pay of Employee No. 50094 before his redeployment is protected for a period of one year; and**
3. **council agrees to apply to this case the terms of any pay protection policy subsequently agreed.**

After discussion on the merits of establishing a policy to be applied to any employees affected by structural change it was proposed by Councillor Robinson, seconded by Councillor Finlay and **AGREED:**

to recommend that Council, in fellow feeling with its neighbouring Council, ensure that its employees whose salary is adversely impacted by a structural change will not suffer any financial detriment for a period of three years.