Adjournment.

13 In terms of Standing Order No 17, the Council agreed to adjourn the meeting at 1230 hours until 1315 hours.

Resumption of meeting.

14 The meeting resumed at 1315 hours and the sederunt was taken as follows:-

Present: The Lord Provost, Jacqueline McLaren (Chair).

SAQIB AHMED	LAURA DOHERTY	ELAINE McSPORRAN
SUSAN AITKEN	STEPHEN DORNAN	ANNE McTAGGART
IMRAM ALAM	PATRICIA FERGUSON	HANZALA MALIK
BLAIR ANDERSON	SEAN FERGUSON	LEÒDHAS MASSIE
KEN ANDREW	ELAINE GALLAGHER	CHRISTY MEARNS
ALEXANDER BELIC	ZEN GHANI	ANGUS MILLAR
RICHARD BELL	ALLAN GOW	MALCOLM MITCHELL
DECLAN BLENCH	WILLIAM GRAHAM	JON MOLYNEUX
EVA BOLANDER	SHARON GREER	ROBERT MOONEY
ABDUL BOSTANI	GREG HEPBURN	MARGARET MORGAN
PHILIP BRAAT	FIONA HIGGINS	EVA MURRAY
JILL BROWN	RASHID HUSSAIN	CECILIA O'LONE
HOLLY BRUCE	DAN HUTCHISON	KEIRAN O'NEILL
MAUREEN BURKE	EUNIS JASSEMI	JILL PIDGEON
BILL BUTLER	ANN JENKINS	LINDA PIKE
GRAHAM CAMPBELL	LILITH JOHNSTONE	HANIF RAJA
CHRISTINA CANNON	RUAIRI KELLY	THOMAS RANNACHAN
PAUL CAREY	ALEX KERR	GEORGE REDMOND
JOHN CARSON	MATT KERR	LANA REID-MCCONNELL
ANTHONY CARROLL	THOMAS KERR	ROZA SALIH
ALLAN CASEY	KEVIN LALLEY	FRANNY SCALLY
ANNETTE CHRISTIE	PAUL LEINSTER	JAMES SCANLON
CHRIS CUNNINGHAM	FRANK McAVEETY	SORYIA SIDDIQUE
STEPHEN CURRAN	PAUL MCCABE	KIERAN TURNER
JOHN DALY	ELAINE McDOUGALL	CATHERINE VALLIS
AUDREY DEMPSEY	KENNY McLEAN	MARTHA WARDROP
STEPHEN DOCHERTY	NORMAN MacLEOD	ALEX WILSON

DEACON CONVENER

Apologies: Feargal Dalton, Fyeza Ikhlaq and Jim Kavanagh.

Attending: E Galletly, Director of Legal and Administration; A O'Donnell, Chief Executive; M Booth, Executive Director of Finance; G Gillespie, Executive Director of Neighbourhoods, Regeneration and

Sustainability; D Hutchison, Executive Director of Education Services; S Millar, Chief Officer, Glasgow City Health and Social Care Partnership; B Monaghan, Director of Community Empowerment and Equalities; I Robertson, Director of City Development; K Rush, Director of Regional Economic Growth; and C Edgar, Head of Communication and Strategic Partnerships.

Equal Pay Settlement – Motion, as adjusted, approved after division.

15 Councillor Aitken, seconded by Councillor Casey, moved that:-

"Council welcomes the reaching of an equal pay settlement with claimants' representatives that will enable the payment of the final tranche of compensation for the mainly women workers who experienced sex-based discrimination under the Council's pay and grading scheme. Council recognises that this is a major milestone and draws a line under the Council's previous failings as an employer in this regard.

Council extends its thanks to all those who have worked to secure both this settlement and the one paid to claimants in 2019, including Council officers and claimant representatives. In particular, Council pays tribute to the women workers who fought for equal pay justice for many years and did not give up even when the odds seemed stacked against them.

Council understands that the £770m total compensation bill will come at a significant cost to Council budgets in future decades. Council recognises that this is a direct consequence of inaction prior to 2017 to either acknowledge or address sex discrimination in the Council's pay and grading scheme.

Council agrees that it is now an urgent priority to put in place a new discrimination-proof pay and grading scheme for all Council staff and understands that partnership work with the Council's trade unions to do this is significantly advanced. Council instructs the Chief Executive to commit the necessary resources to complete this work and to provide updates on progress to elected members and Council staff through appropriate channels."

Councillor O'Lone, seconded by Councillor Mooney, moved as an amendment that all be deleted from the third paragraph and replaced with the following:

"Council understands that, considering the negotiations, the total sum for compensation is £770million. Council believes that this is right thing to do and understands that this funding would require to have been met from core budgets over the period in question.

Council further notes that the implementation of the current pay and grading system was agreed unanimously, as was the decision to suspend legal action and reach a negotiated settlement in early 2018, as was the decision to progress implementing a new pay and grading system. The only strike action ever taken due to the Equal

Pay dispute was in October 2018, under this current administration, with Trade Unions citing the administration's deviation from the negotiations timetable.

Council therefore believes that, in accepting that settling equal pay was the right thing to do, utilising the issue as a political football is deeply harmful and Council is deeply concerned by the implicit notion that meeting Equal Pay obligations is responsible for further cuts to Council services, and therefore, by extension the claimants.

Council agrees that it is now an urgent priority to put in place a new pay and grading scheme for all applicable Council staff, which carries the support of their Trade Unions and is considered free from discrimination and systemic bias. Council instructs the Chief Executive to commit the necessary resources to complete this work by October 2023, recognising the significant slippage from original April 2021 target, and to provide updates on progress to Elected Members and Council staff through appropriate channels".

Councillor Wardrop, seconded by Councillor Hutchison, moved as an amendment that the following be deleted in the third paragraph "inaction prior to 2017 to either acknowledge or address sex discrimination in the Council's pay and grading scheme" and replaced with the following:

"the decision in 2006 to adopt a job evaluation scheme that resulted in a number of female-dominated roles being paid less than male dominated ones. Also, Council notes that in 2017, the Inner House of the Court of Session ruled that the arrangements for pay protection in Glasgow City Council had discriminated against female workers."

Councillor Aitken, with the approval of her seconder, accepted the amendment by Councillor Wardrop resulting in the following adjusted motion:-

"Council welcomes the reaching of an equal pay settlement with claimants' representatives that will enable the payment of the final tranche of compensation for the mainly women workers who experienced sex-based discrimination under the Council's pay and grading scheme. Council recognises that this is a major milestone and draws a line under the Council's previous failings as an employer in this regard.

Council extends its thanks to all those who have worked to secure both this settlement and the one paid to claimants in 2019, including Council officers and claimant representatives. In particular, Council pays tribute to the women workers who fought for equal pay justice for many years and did not give up even when the odds seemed stacked against them.

Council understands that the £770m total compensation bill will come at a significant cost to Council budgets in future decades. Council recognises that this is a direct consequence of the decision in 2006 to adopt a job evaluation scheme that resulted in a number of female-dominated roles being paid less than male dominated ones. Also, Council notes that in 2017, the Inner House of the Court of

Session ruled that the arrangements for pay protection in Glasgow City Council had discriminated against female workers.

Council agrees that it is now an urgent priority to put in place a new discrimination-proof pay and grading scheme for all Council staff and understands that partnership work with the Council's trade unions to do this is significantly advanced. Council instructs the Chief Executive to commit the necessary resources to complete this work and to provide updates on progress to elected members and Council staff through appropriate channels."

On a vote being taken by calling the roll, 35 members voted for the amendment and 46 for the motion as adjusted which was accordingly declared to be carried.