Workforce feasibility study – Motion, as adjusted, approved.

14 Councillor Hutchison, seconded by Councillor Bruce, moved that:-

"Council notes that the world's biggest trial of a four-day work week has been launched this month with 70 employers across sectors in the UK participating, organised by 4 Day Week Global, Autonomy, and 4 Day Week Campaign, and with research being undertaken by Cambridge University, Oxford University and Boston College.

Council also notes that this trial is being undertaken on the 100:80:100 model which maintains 100 per cent of the workers' pay while working 80 per cent of their previous hours in return for 100 per cent of productivity achieved during a five day week. Council affirms that this model has successfully been implemented by local businesses, charities and other workplaces already here in Glasgow.

Council agrees that we must be at the forefront of the improvements of workers' terms and conditions and in doing so must accept our responsibility to investigate the Council's ability to reduce the work week by a day. Council further agrees that the five day work week is now nearly 90 years old, and agrees that there is a need to transition to a wellbeing economy.

Council instructs the Chief Executive to bring a proposal to the Workforce Board within 6 months in order to progress a feasibility study of the Council's workforce, considering the reduction of the workforce hours by 20 per cent while maintaining current remuneration level, and evaluating the efficacy of a pilot scheme and how quickly it could be rolled out across the Council's workforce."

Councillor Casey, seconded by Councillor Cunningham, moved as an amendment that the following be inserted in the fourth paragraph after “maintaining current renumeration level…”

“the feasibility study must fully consider what practical issues may arise in service delivery and what equal pay implications might be apparent and how these issues might be addressed. The study should also fully investigate what the associated financial costs to the council might be. The council will then evaluate the efficacy of a pilot scheme and how quickly it could be rolled out across the Council's workforce.”

Councillor Matt Kerr, seconded by Councillor McAveety, moved as an amendment that:-

(1) all after “terms and conditions” at paragraph 3 be deleted and replaced with:-

“and agrees that the first priority must be supporting workers in the midst of the cost of living crisis. Council therefore resolves to write to the Scottish Government to urge the Cabinet Secretary for Finance and the Economy to

meet with COSLA Leaders to agree an improved pay offer for local government staff, prioritising the lowest paid."; and

(2) all of the fourth paragraph be deleted and replaced with:-

"Council also agrees to review the outcome of the newly launched trial of the four-day working week above and instructs the Chief Executive to bring a paper to the Workforce Board, outlining the outcome and findings of the trial and considering how they could apply to the council workforce once any evaluation is published."

Councillor Hutchison, with the approval of his seconder, accepted the amendment by Councillor Casey resulting in the following adjusted motion:-

"Council notes that the world's biggest trial of a four-day work week has been launched this month with 70 employers across sectors in the UK participating, organised by 4 Day Week Global, Autonomy, and 4 Day Week Campaign, and with research being undertaken by Cambridge University, Oxford University and Boston College.

Council also notes that this trial is being undertaken on the 100:80:100 model which maintains 100 per cent of the workers' pay while working 80 per cent of their previous hours in return for 100 per cent of productivity achieved during a five day week. Council affirms that this model has successfully been implemented by local businesses, charities and other workplaces already here in Glasgow.

Council agrees that we must be at the forefront of the improvements of workers' terms and conditions and in doing so must accept our responsibility to investigate the Council's ability to reduce the work week by a day. Council further agrees that the five day work week is now nearly 90 years old, and agrees that there is a need to transition to a wellbeing economy.

Council instructs the Chief Executive to bring a proposal to the Workforce Board within 6 months in order to progress a feasibility study of the Council's workforce, considering the reduction of the workforce hours by 20 per cent while maintaining current remuneration level. The feasibility study must fully consider what practical issues may arise in service delivery and what equal pay implications might be apparent and how these issues might be addressed. The study should also fully investigate what the associated financial costs to the council might be. The council will then evaluate the efficacy of a pilot scheme and how quickly it could be rolled out across the Council's workforce and evaluating the efficacy of a pilot scheme and how quickly it could be rolled out across the Council's workforce."

Councillor Matt Kerr, with the approval of his seconder, withdrew his amendment in favour of the adjusted motion.

The motion, as adjusted, was thereafter approved unanimously.