

**RECORD OF VOTES TAKEN AT THE MEETING OF EXECUTIVE  
ON TUESDAY 30 NOVEMBER 2021**

<b>Agenda Item No. 5(b)</b>	<b>Motion – Fair Work Practices</b>
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**Motion**

That the Executive resolves to:-

- (1) Ensure local residents are protected against such unscrupulous employers and agrees to ask the Leader of the Council to write to the Prime Minister demanding he outlaw fire and rehire and act now to keep his promise to local residents to protect their employment terms and conditions;
- (2) Not use fire and rehire (dismissal and re-engagement) itself as an employer and to ensure the council has a procurement practice that promotes fair work practices, and good trade union, equality and environmental practices;
- (3) Promote the increasing number of progressive local employers prioritising their employees' standard of living and their wellbeing, work with our anchor institutions and key partners to bring forward plans to ensure all have best practice employment and to work with recognised trade unions on this;
- (4) Support the TUC campaign for a 'New Deal for Working People', and
- (5) Asks for a report back on work undertaken in relation to procurement practices that promote fair work practices (including not hiring and refiring) and encouraging progressive employers.

**Moved by: A Nimmo**  
**Seconded by: R Bissett**

**Amendment**

That the Executive:-

- (1) welcomes the Fair Work First extension of the Scottish Procurement Notes to include a) offer flexible and family friendly working practices for all workers from day one of employment and b) oppose the use of fire and rehire practices, and
- (2) propose that should the use of terminate and re-engage be relevant and proportionate to do so, that a report would be brought to Council prior to any action being taken.

**Moved by: G Bouse**  
**Seconded: C Meiklejohn**

### **VOTE**

For the motion (4)		For the amendment (5)	
R Bissett	J Coombes	D Alexander	G Hughes
A Black	A Nimmo	G Bouse	C Meiklejohn
		P Garner	
Abstentions (3)			
N Harris	L Munro		
J Kerr			

**Decision: Amendment carried.**

Agenda Item No. 6	Consideration of Divestment from Fossil Fuels – Pensions Committee
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#### **Motion**

That the Executive:-

- (1) notes the report to the Pensions Committee and the outcome the committee's consideration and, in particular, the decision to instruct officers "to identify a process and methodology whereby direct investments in fossil fuel companies can be tracked in terms of effect actions by these companies consistent with the Paris Agreement";
- (2) requests that the Executive receives a report when this methodology is agreed; and
- (3) requests that the Pensions Committee reviews the effectiveness of its chosen strategy annually.

**Moved by: P Garner**

**Seconded by: G Hughes**

#### **Amendment**

That the Executive notes the report to the Pensions Committee on Consideration of Divestment from Fossil Fuels and notes the outcome of the considerations by the Committee.

**Moved by: R Bissett**

**Seconded: A Black**

### **VOTE**

For the motion (5)		For the amendment (7)	
D Alexander	G Hughes	R Bissett	J Kerr
G Bouse	C Meiklejohn	A Black	L Munro
P Garner		J Coombes	A Nimmo
		N Harris	

**Decision: Amendment carried.**

<b>Agenda Item No. 8</b>	<b>Transformation of Roads, Grounds and Street Cleansing</b>
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### **Motion**

That the Executive:-

- (1) approves the vision and objectives outlined in part 3 of the report for the Transformation of Roads, Grounds, and Street Cleansing project;
- (2) agrees to progress the approach to delivery of revenue budget savings options outlined in part 4 of the report as a basis for future Council budget decision, and
- (3) notes that a report to advise of progress will be presented again in one year.

**Moved by: P Garner**

**Seconded by: G Hughes**

### **Amendment**

That the Executive:-

- (1) notes the report, and
- (2) notes that any saving will be considered as part of the normal budget process.

**Moved by: R Bissett**

**Seconded: A Black**

### **VOTE**

For the motion (8)		For the amendment (4)	
D Alexander	G Hughes	R Bissett	J Coombes
G Bouse	J Kerr	A Black	A Nimmo
P Garner	C Meiklejohn		
N Harris	L Munro		

**Decision: Motion carried.**

## Notes

1. This voting record is subject to approval of the formal minute at the meeting of Executive on 18 January 2021.
2. Only those items where a vote was taken are recorded here. For information about decisions reached on any other items considered at this meeting, please contact Jack Frawley, 01324 506116.