

JOINT COUNCIL/TRADE UNIONS COMMUNICATION TO STAFF

TERMS & CONDITIONS REVIEW UPDATE

5th July 2017

BALLOTS ON COLLECTIVE AGREEMENT GOVERNANCE COMMITTEE DECISION 20TH JULY

The Council's Terms & Conditions (T&C) Review is nearing completion with the final proposals and implementation dates set to go to the Governance Committee on 20th July for approval.

We have recently received the final equality analysis which confirms that the Council's proposals do not significantly affect any one group and improves the overall Gender Pay Gap to a position slightly better than the national average.

Since then, the Council has also agreed a further number of significant revisions to the proposals in particular:

- Protection of Shift and Enhancement Allowances for 6 months
- Increase in the Teaching Assistant 2 Allowance to £687pa pro rata

A full list of the Council's proposals, including all of the revisions to the initial September 2016 proposals, are published on the T&C pages of the Council's intranet and website.

Please note that all of the revisions to the Council's initial proposals agreed through joint negotiations are subject to a Collective Agreement being signed.

A Collective Agreement (detailing the Council's final proposals) would be a formal agreement with the trade unions (on behalf of all employees irrespective of whether those employees were members of a trade union or not). If signed it would mean that the Council could implement the T&C proposals (after Governance Committee approval) by simply writing to all employees to notify them of the agreed changes to contracts of employment.

Following the further significant revisions to the proposals Unison, GMB and Unite have decided to ballot their members on a Collective Agreement and have confirmed to their members that this is the best that can be achieved through negotiation. Their ballots will be carried out over the next 2 weeks with a view to announcing the results before the Governance Committee meeting on 20th July.

The Governance Committee report will be available on the intranet and website after 12th July.

If a Collective Agreement is signed, the Governance Committee will be asked to approve the proposals for implementation on 1st September 2017.

If a Collective Agreement is not signed, the Council will need to consider whether to withdraw any or all of the revisions to the Council's proposals before asking the

Governance Committee to approve the final proposals. Implementation would take place later this year following a long process which would involve asking individual staff to voluntarily accept the changes to contracts of employment. Staff who do not voluntarily accept the changes would then be issued notice of dismissal and an offer of simultaneous re-engagement on new contracts of employment which fully reflect the agreed changes.

The Council and trade unions have worked together closely to try to achieve a Collective Agreement based on a fair and consistent set of proposals which is financially acceptable, including a modern grading structure, which minimises the impact on staff.

The Council and trade unions recognise that, whilst some staff will be adversely affected, we have worked hard to reduce the impact where possible and the final proposals represent the best possible outcome that could be achieved.

We recognise that this process has been a lengthy one and would like to thank all staff for their patience, feedback and professionalism throughout.

Caroline Nugent
Employer Side Secretary

Gabby Lawler
Employee Side Secretary