

EAST HERTS COUNCIL

LOCAL JOINT PANEL- 1 DECEMBER 2009

REPORT BY HEAD OF HEAD OF PEOPLE AND ORGANISATIONAL SERVICES

6(A) TERMS AND CONDITIONS REVIEW

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

To inform the panel of the outcome of the review of terms and conditions of employment and to agree the response to that outcome

<u>RECOMMENDATION FOR :</u>	
(A)	To proceed with the proposals on terms and conditions so far as CMT is concerned through individual consultation
(B)	(1) To refer the proposals to the Human Resources Committee for decision without a recommendation from this Panel; or (2) In the event both sides of the panel cannot agree (1) the matter be referred to the Joint Secretaries of the East of England Regional Council to advise/mediate.

1.0 Background

1.1 A review of terms and conditions commenced in July 2009 through consultation with Unison and staff. The purpose of the review was to ensure that Terms and Conditions reflect the market the Council now competes in, were consistent, fair and offered value for money. Many of the Terms and Conditions had not been reviewed for over 20 years.

1.2 The Council like every Council and many businesses is having to respond to economic factors beyond our control. The Medium term financial plan provides a clear indication, expressed in

financial terms of the significant challenges faced by the Council over the next four years if it is to deliver its priorities in the medium term. The medium term financial plan has been updated for the 2010/11 budget consultation and shows a funding gap increasing to £1.7m by 2013/14.

- 1.3 The Council has worked on the principle that we are consistent and fair and that all staff, from Chief Executive downwards is affected by the proposals. The Council's priority is to minimise redundancies.
- 1.4 The Council recognises Unison for consultation and collective bargaining on Terms and Conditions of employment, including pay. Following three months of full consultation with Unison, Unison commenced consultation with its members on 16 October 2009. A summary of the proposals put forward to staff can be found within Essential Reference Paper B (pages 6.6 – 6.7). The Council hoped to secure a collective agreement on the proposals made on Terms and Conditions.
- 1.5 It was agreed with Unison a one month consultation period, ending on 16 November 2009.

2.0 Report

- 2.1 The Council were advised on 17 November 2009 by Unison that a collective agreement on Terms and Conditions had not been reached.
- 2.2 The Corporate Management Team have indicated they accept the proposals and wish to proceed with the proposals made through individual consultation.
- 2.3 In accordance with the constitution of Local Joint Panel if no recommendation is carried then the next stage is

EITHER

referral of no recommendation be made to the Human Resources Committee;

OR

the matter be referred to the Joint Secretaries of the East of England Regional Council to advise/mediate.

3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within Essential Reference Paper 'A' (Page 6.4).

Background Papers

None

Contact Officer: Emma Freeman- Head of People and Organisational Services

Report Author: Emma Freeman- Head of People and Organisational Services

ESSENTIAL REFERENCE PAPER 'A'

Contribution to the Council's Corporate Priorities/Objectives (<i>delete as appropriate</i>):	Fit for purpose, services fit for you <i>Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.</i>
Consultation:	Full consultation on review of terms and conditions with Unison and staff.
Legal:	Legal advice gained on the changes of terms and conditions of employment.
Financial:	As detailed in the report.
Human Resource:	As detailed in the report.
Risk Management:	Legal advice and risk gained on the changes of terms and conditions of employment.