

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 5 SEPTEMBER 2018

REPORT BY SECRETARY TO THE STAFF SIDE

REVISED LOCAL JOINT PANEL CONSTITUTION

WARD(S) AFFECTED: N/A

Purpose/Summary of Report

- To introduce the revised Local Joint Panel Constitution and that the Panel recommend to Council via Human Resources its revision.

RECOMMENDATIONS FOR LOCAL JOINT PANEL:

That:

(A)	That the Local Joint Panel recommend to Council, via Human Resources Committee revisions to the Local Joint Panel's Constitution as detailed in paragraph 2.2.
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1.0 Background

1.1 The new Constitution document adopted by the Council in May 2018 introduced revised Local Joint Panel powers and duties constitution wording.

1.2 Unison and HR realised that the wording of the Local Joint Panel constitution had changed in the new Constitution document and agreed to review the new wording in the document with a view to agreeing a revised version that is acceptable to all parties.

2 Report

2.1 The reason for the changes to the Local Joint Panel Constitution wording are unknown, but Unison and HR met on 20 June , 2018 following the last LJP meeting, to discuss these changes and agreed a revised document.

2.2 The revised LJP constitution document is attached. The following changes have been agreed by Unison and HR:

- 7.13 - remove reference to referral to of disagreements to the Executive and replace with the following agreed wording *"the minutes record a failure to agree. The council will use the dispute resolution process."*
- 7015 (a) – noted and agreed the additional wording which was added in the new constitution to this paragraph *"with a genuine commitment to seek consensus and enter into agreements, as appropriate."*
- 7.15 (e) –removal of the following wording *"referred to the Local Joint Panel by an Employee Association or by a committee of the council; and"*
- 7.15 (f) – removal of this whole section *"the trade union(s) recognised by the council shall represent all council officers. This will include raising issues on behalf of non-trade union members, should they be requested."*

2.3 Both Unison and HR agree that this revised Local Joint Panel constitution document will enable all parties to work collectively on shared matters of interest to the organisation.

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'**.

Background Papers

Extract from the old Local Joint Panel Constitution

Extract from new Local Joint Panel Constitution – May 2018

Revised Local Joint Panel Constitution - August 2018

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