

**JOINT APPOINTMENTS AND IMPLEMENTATION COMMITTEE**

**Meeting - 1 May 2014**

**Present:** Mr Burns-Green, Mrs Darby, Mr Harding, Mr Kelly, Mrs Plant, Mr Reed, Mr D Smith and Mr M Smith

**Apologies for absence:** Mr Jones and Mr Spate

**3. MINUTES**

The minutes of the meetings of the Joint Committee held on 24 March and 8 April 2014 were agreed and signed by the Chairman as correct records.

**4. EXCLUSION OF PUBLIC**

That under Section 100(A)(4) of the Local Government Act 1972 the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraphs 1,2 and 3 of Part 1 of Schedule 12A to the Act.

**5. HARMONISATION OF TERMS AND CONDITIONS**

The Committee considered a report setting out the formal response from UNISON relating to the improved offer on harmonised terms and conditions of employment and the following options to secure implementation:

1. Implement without a collective agreement
2. Implement with a collective agreement

The following appendices were attached to the report:

Appendix 1 - Details of the improved offer tabled to UNISON and staff in respect of:

- Salary Protection
- Overtime
- Locally Determined Pay
- Relocation Travel Rates

Appendix 2 - Document issued to staff and UNISON on the Management Proposals

Appendix 3 - Frequently Asked Questions

Appendix 4 - UNISON Response to the Revised Offer

Appendix 5 - Indicative cost modelling from the first 4 Service reviews.

Appendix 6 - Impact Assessment associated with option 1 above

Appendix 7 - Impact Assessment associated with option 2 above

A paper correcting the financial years referred to on pages 9, 25, 26 from 2017/18 to 2018/19 and page 31 2019/20 to 2018/19 and 2020/21 to 2019/20 was circulated at the meeting.

Also circulated at the meeting was a copy of an email from the UNISON Regional Organiser setting out UNISON's position following the meeting with Management on 29 April 2014. The email expressed a willingness to put one final proposal to all staff as a choice of two options as detailed in paragraph 3) (a) and (b) as follows:

3. We are happy to put this final proposal to staff as a choice of two options, both alongside the offer to adhere to NJC pay increases for the next 3 years pending a review of that arrangement after 3 years. The choice would be between
  - a) the package as currently on the table, agreed by the last JAIC and CDC Personnel Committee, involving implementation on a phased basis, service review by service review with 2 years full protection of salary up to £5000 at the point of assimilation into the new role, and
  - b) the new package as outlined by yourselves at the meeting today of assimilation of all staff over to the new scales and terms and conditions at a fixed date to be defined, with 2 and a half years protection for those who needed it, followed by service reviews and the remainder of the protection already running post service review, or 2 or 2 and a half years protection at that point for anyone not previously protected if they were redeployed into a post at a lower salary at that point. This second offer would need to be clearly defined by yourselves by the use of indicative examples before we went out to consultation, and we would use the wording as supplied by yourselves

In considering the report the Committee was pleased to note that out of the fifty -one terms and conditions proposed, only two remain an issue - salary protection and locally determined pay. On the latter the Committee, after considering the points made in paragraph 25-27 and 38-40 of the report and mindful that it had no impact on the cost-neutral brief, agreed that a framework including the NJC agreed rate should be adopted subject to a review after 3 years.

During the debate on pay protection the Committee:

1. Noted UNISON's continued willingness to secure a collective agreement.
2. Reiterated the importance of maintaining staff commitment and morale during a period of significant change.
3. Arising from 1 and 2 expressed a reluctance to impose the harmonised terms and conditions on an individual by individual basis mindful of the information provided in Appendices 5, 6 and 7
4. Noted that a financial appraisal of 3(b) would be required before it could be considered for final approval.

Having considered the options the Committee, after reiterating its own commitment to secure a collective agreement, agreed that UNISON should be provided with an opportunity to ballot staff and UNISON members in accordance with their request in paragraph 3 of their letter but on the understanding that the ballot is carried out as soon as possible after 7 May 2014 when Personnel Committee at CDC were due to consider the report.

**RESOLVED**

1. That, in the event of staff agreeing to the package currently on the table, authority be delegated to the Chief Executive to conclude the negotiations and finalise the collective agreement.
2. That in the event of staff not agreeing to the package currently on the table a further report be submitted to the Committee with options on the way forward including a financial appraisal of the option in 3(b) of UNISON's email.

The meeting terminated at 7.30 pm