

**COUNCIL MEETING - 23 FEBRUARY 2010****RECOMMENDATION OF SJCC - 1 FEBRUARY 2010****COLLECTIVE AGREEMENT ON VARIATION TO EMPLOYMENT TERMS AND CONDITIONS OF SERVICE**

Representatives had before them details of the Collective Agreement which had been circulated with the agenda for the meeting.

Mrs Bray, HR and OD Manager, explained that the Staff Joint Consultative Committee was asked to ratify and recommend to Council the Collective Agreement as set out in Appendix (a) attached. Members were aware that the Agreement had been negotiated and agreed by UNISON and management representatives following a series of meetings to look at all elements of staff terms and conditions, and represented a package of measures which could be accepted or rejected in its entirety.

Mrs Bray responded to questions from the Council representatives about various matters and outlined the background to the negotiations, which had been held in an atmosphere of goodwill. She referred to the process for a further review to look at those terms and conditions identified in paragraph 3. of Appendix (a), and referred to the effect of Local Government Review/Partnership Working on future negotiations (paragraph 2. of the Appendix). Members noted that the sum of £300,000 identified in Paper J105 (Strategy Committee – 8 October 2009 refers) as the targeted savings on the General Fund from the review of staff savings and conditions was achieved by the changes agreed.

Staff representatives responded to some specific issues during the course of the discussion and reiterated that goodwill and co-operation had been shown by the staff side, including non-UNISON members, despite an initial disparity between the starting points of the parties.

The Council representatives acknowledged the efforts put in by both sides to reach the Collective Agreement which was the first to be negotiated at Babergh, and thanked the staff representatives for their co-operation and that of UNISON and other staff. Mrs Bray referred to the experience gained from the process, which could be taken into account in future discussions. It was noted that because of on-going pressures to achieve savings, there might be a need for further meetings of the SJCC in circumstances where this was necessary to progress matters identified through the HR Panel and other routes.

It was unanimously agreed to ratify the Collective Agreement.

**RECOMMENDED**

**That the Collective Agreement negotiated and agreed by UNISON and management representatives, as set out in Appendix (a) attached, be approved.**

**Collective Agreement between UNISON and management on the variation to terms and conditions of employment for all staff - January 2010**

1. The following **changes** have been agreed:

**Performance Related Pay Bonus**

- No PRP bonus payments will be made for a one year period, for the budget year 2010/2011, which would have been payable in May 2011.

**Performance Increments**

- Incremental advancement will continue but for the budget year 2010/11 this will be restricted to two possible outcomes:-
  - 1) Where performance is judged as fully satisfactory –advancement of one increment
  - 2) Where performance is judged as less than fully satisfactory - no incremental advancement

**Pay Award**

- Any pay award for 2010/2011 will be capped at a maximum payment of 1%. If the recommended award is less than 1% then it is the recommended pay increase that will be implemented: but if it is more than 1% then the 1% figure will apply.

**Lease Car Scheme**

- The Lease Car Scheme will end with a minimum of 12 months notice for existing leaseholders. Existing leases with more than 12 months to run will expire at the end of the three year contractual term and no further extension will be allowed. Existing leases with less than 12 months to run can be extended to 31<sup>st</sup> March 2011 in order to achieve the 12 months notice period. There will be no new lease cars for individual leaseholders forthwith.

**Free Health Insurance Provision**

- The free Health Insurance Scheme currently provided by BUPA, for officers on grade 8 and above will cease with effect from 01 April 2010.

2. It was recognised that, in the event that LGR does not go ahead it will be necessary to undertake a full review of the current salary and grading structure. This is to ensure that we are achieving equal pay good practice and will, for example, include a review of the length of salary scales. It will also support the Council in effectively moving towards shared services with its chosen partner/s. This will be undertaken as soon as is practicable as part of the shared services timetable. In the unlikely event that a shared services solution cannot be delivered, a review of salary and grades will be undertaken within this Council.

3. The following will be subject to **further joint review** as soon as practicable:

- telephone allowances
- subsistence allowances
- payment of professional subscriptions
- the criteria for awarding essential car user status