

EMPLOYMENT COMMITTEE – 30 JUNE 2011

TRADE UNION FACILITIES TIME

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of report

1. The purpose of this report is to provide details of Trade Union facilities time utilised within Leicestershire County Council.

Background

2. The Council has formal recognition agreements with our recognised Trade Unions to provide paid release for official representatives to undertake negotiation, consultation or support their members in matters arising from the Council's policies e.g. Organisational Reviews/Disciplinary Hearings.
3. The recognition agreements set out the arrangements for the positive management of relations between Leicestershire County Council and the recognised trade unions for Local Government Service employees.
4. The agreements clarify trade union recognition and representation within the Council and establish a framework for consultation and collective bargaining.

Facilities time during 2010/2011

5. During the financial year 2010/2011 the following facilities time was paid to trade union officials:

Trade Union	Number of reps	Cost
NUT – National Union of Teachers	1 Full Time	£35,929
NASUWT – National Association for School Masters/Union for Women Teachers	1 Full Time	£33,412
ATL – Association of Teachers & Lecturers	1 Part Time	£3,454.72
ASCL – Association of School & College Leaders	1 Part Time	£12,336.84
NAHT – National Association of Head Teachers	1 Part Time	£12,336.84
Voice	1 Part Time	£13,364,76
Unison	4 Full Time	£106,281
Total	10	£217,115.20

Requirement for Facilities Time

6. Within the organisation, trade union facilities time enables managers and services to progress efficiently in all matters that require consultation or negotiation.
7. Presently, the following activities crucially require trade union representatives to be available for meetings and consultation. The paid release of trade union officials enables managers to deliver these significant projects within timescale and budget:
- TUPE transfer process for schools converting to academy status
 - Shared Services with Nottingham City and Leicester City Councils and other arrangements.
 - Organisational restructures and reductions in staffing numbers
 - Changes to staff terms & conditions
 - Development and changes to employment policies & procedures
 - Collective negotiation on behalf of Leicestershire Schools on employment matters
 - TUPE transfer process for elderly persons homes (EPH transfer to Southend Care)

- Office strategy moves
- Individual employee performance management and complaint resolution eg. dealing with grievance, disciplinary or absent management matters.

Conclusion

8. The Council and trade unions recognise their common interest and joint purpose in furthering the aims and objectives of the Council and in achieving reasonable solutions to all matters which concern them. Both parties are committed to maintaining good employee relations and the recognition agreements and facilities time are key in delivering this.
9. The Council is going through significant change as it is restructured to become leaner and more efficient. In order for the Council to manage the transformation and achieve the required £79 million savings, the Council requires the support and commitment of the trade unions. Without trade union involvement, the Council would not be able to make the changes required within the necessary timescales.

Recommendation

The Employment Committee is asked to note the report.

Background Papers

None.

Circulation under Local Issues Alert Procedure

None.

Officers to Contact

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Equality Implications

The Recognition agreement aims to ensure that equal opportunities are offered to staff and prospective staff and that the treatment of staff is fair and equitable in all matters of dispute.