

## EMPLOYMENT COMMITTEE – 28 FEBRUARY 2012

### STAFF TERMS AND CONDITIONS

#### REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

##### Purpose of Report

1. To approve changes to the Council's Terms and Conditions in order to achieve the savings requirement within the Medium Term Financial Strategy.

##### Background

2. On 25 July 2011, the Council commenced consultation with staff employed corporately in relation to a number of proposed changes to terms and conditions. At the end of October the review was extended to include adult tutors and staff based at ESPO and in schools.
3. Over the course of the consultation the Council received over 3200 comments from staff and, in addition, over 1500 staff attended the briefings sessions.
4. The review also included negotiations with the Council's recognised trade unions. These are; UNISON, GMB, Unite, National Association of Head Teachers (NAHT), National Association of Schoolmasters Union of Women Teachers (NASUWT), National Union of Teachers (NUT), Association of Teachers and Lecturers (ATL), Voice, and the University and College Union (UCU).
5. At its meeting on 11 January 2012, Employment Committee agreed the final set of proposals which would deliver £2.4 million savings for the Council. The trade unions then commenced the final stage of consultation with their members on whether to reach a collective agreement with the Council or not.

##### Outcome of consultation

6. Following responses from their members, the trade unions negotiation groups, formally confirmed on 9 February that they were able to reach a collective agreement in relation to the changes to terms and conditions as detailed in **appendix A**.

7. The only change from the final set of proposals as agreed at Employment Committee on 11 January is that the collective agreement does not cover the removal of the bonus scheme at ESPO. During the final stages of the negotiations it was agreed to remove that proposal and deal with it separately.
8. Following agreement at Employment Committee the Council will write to staff to confirm the changes to their terms and conditions. The changes will commence from the beginning of April 2012.

### **Recommendations**

9. The Employment Committee is requested to approve the changes to terms and conditions as detailed in Appendix A.

### **Background Papers**

Terms and Conditions Report – 23 May 2011  
Terms and Conditions Progress Report – 14 October 2011  
Terms and Condition Report - 11 January 2012

### **Circulation under the Local Issues Alert Procedure**

10. None

### **Officers to Contact:**

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### **Equal Opportunities Implications**

11. An Equalities Impact Assessment has been developed as part of the review of terms and conditions