



ESPO MANAGEMENT COMMITTEE – 2nd March 2012

AGENDA ITEM NO. 9

EMPLOYEE TERMS AND CONDITIONS

REPORT OF THE TREASURER

Purpose of Report

1. The purpose of this report is to:
 - (a) Provide an update to Management Committee on the consultation and negotiations undertaken by the Servicing Authority, Leicestershire County Council (LCC) in relation to the proposed modernisation of its Terms and Conditions with the workforce and recognised Trade Unions; and
 - (b) To provide information to Management Committee on the final proposals to Terms and Conditions which impact specifically on ESPO staff, as members of the workforce.

Background

2. One of the key themes of LCC's People Strategy 2010 -2013 is to develop a fair, modern and affordable employment package that helps to recruit, retain and reward staff at all levels in the Council; and at the same time demonstrates value for money to the public.
3. Equally, within the current financial context and the requirement to make significant efficiency savings and transform services, it is appropriate for the council to consider all its overheads and expenditure.
4. Human Resources (HR) therefore conducted an analysis of all remuneration and contractual benefits for employees and following a discussion at Corporate Management Team determined which terms and conditions required changing and modernising.
5. As a result of the modernisation of terms and conditions and the ESPO change programme an examination of how LCC terms and conditions have been applied at ESPO has been undertaken to identify where differences if any occur. This exercise identified that there were some terms and conditions which ESPO staff benefit from which other LCC staff did not and these have been addressed as part of the consultation and negotiation arrangements.

Employment Committee

6. The LCC Employment Committee which is responsible for Terms and Conditions received a progress report on the 11th January regarding the final

proposals and approved the changes which formed the final stage of the consultation with the trade unions.

Summary of Final Proposals for all LCC staff

7. Final proposals were approved for negotiation and consultation with the trade unions and workforce in the following areas:
 - Business Mileage;
 - Salary Protection;
 - Disturbance Allowance;
 - Incremental Progression;
 - Annual Leave;
 - Leicestershire County Council Sports and Social Club;
 - Employment Policies.
 - Overtime Rates

Summary of Proposals for ESPO staff

8. There is a requirement to apply LCC terms and conditions to ESPO staff in a way that is consistent with other LCC staff. Therefore in addition to the proposals above, the proposals below will be applied to ESPO staff:

Market supplement

9. To pay a market supplement or equivalent, which enables the 10% allowance to continue for warehouse staff who work alternating shifts.

Training Allowance

10. With effect from 1 May 2012, to remove the one-off payment of £20 per week is paid to Grade 3 staff to train temporary staff.

Overtime and Additional Hours

11. To apply the proposed LCC overtime rates from 1 May 2012.

Christmas Closure Period

12. With effect from 1 April 2012, the Concessionary days will be moved to after Christmas and two days compulsory annual leave (or up to 3 days) to be taken by staff to allow a shut down between Christmas and New Year.

Bonus Scheme

13. Further negotiations regarding the Bonus Scheme are taking place with the trade unions with a view to concluding a 'buy out' of the scheme and all outstanding payments within the same timescale as all other changes to terms and conditions. An oral update will be provided at the meeting.

Negotiations with the recognised trade unions

14. Following the final proposals agreed by the Employment Committee on 11 January, confirmation has been received from the trade unions that a collective agreement has been reached.

Timeline

15. As a collective agreement has been reached with the trade unions, a further meeting of the Employment Committee was scheduled to place on the 28th February to confirm changes to terms and conditions. If approved, staff will receive formal notification of the changes to their terms and conditions. The Management Committee will be informed of the Employment Committee's decision at this meeting.

Resources Implications

16. The County Council is required to make significant efficiency savings. The agreed changes to terms and conditions for employees will contribute to those savings.

Conclusion

17. Subject to the LCC Employment Committee having implementing the changes to terms and conditions, ESPO staff will be employed on the same terms and conditions as other LCC staff, therefore mitigating against any potential equal pay claims.

Recommendation

18. The Management Committee is asked to note the contents of the report.

Equal Opportunities Implications

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

Risk Assessment

20. None

Background Papers

21. Report to LCC Employment Committee, 28 February 2012 – Staff Terms and Conditions

Officer to Contact

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