

COMMITTEE: ADMINISTRATION
DATE: 4th MARCH, 2003
SUBJECT: TRADE UNION SECONDMENTS
REPORT BY: HEAD OF HUMAN RESOURCES
CONTACT OFFICER: ALAN BUTTERY

IMPLICATIONS:

LEGAL		COMMUNITY SAFETY
EQUALITIES		ENVIRONMENT
FINANCIAL	x	CONSULTATIONS
STAFFING	x	OTHER

WARDS AFFECTED: NONE DIRECTLY

PURPOSE

1. To seek Committee's agreement to extend the 2 "additional trade union secondments" for a further 12 month period from 1st April 2003.

RECOMMENDATION

2. **Committee is recommended to agree to extend the two existing "additional" full time trade union secondments for 12 months from 1st April 2003.**

BACKGROUND

3. Members will recall that the Council supports 2 full time Trade Union Co-ordinator Posts (one for UNISON and one as a Co-ordinator for all other trade unions). These posts were last reviewed in 2001 and an agreement given for a further review of these posts in 2004. Additionally the Council has supported two further trade union secondments, one directly for UNISON and one for the GMB. These posts have been agreed on a 12 monthly review basis with their current expiry as at 31st March 2003.

REPORT

4. By having these two additional posts in place, it has been possible over the last financial year to ensure the development of such issues as Best Value, Single Status, structural and organisation changes to services etc. have progressed with the full involvement of the trade unions/employees. Both UNISON and the GMB have now sought the further extension of both these 2 additional secondments for a further 12 months particularly to

support the introduction and implementation issues around Single Status from the 1st April 2003. Committee is therefore asked to consider the extension of these two posts on the understanding that costs can be met from within existing budgets. Additionally as the end of the extension will coincide with a review of the two existing Trade Union Co-ordinator posts in 2004, it would be appropriate at that time to undertake a full review of the trade union secondment arrangements across the Council.

PROPOSAL/OPTION

5. Committee is therefore recommended to extend these two seconded posts from 1st April 2003 until 31st March 2004. Committee may determine not to extend these posts whereby the 2 current secondees would return to their substantive posts. However, the current level of involvement of the trade unions is organisational change issues as well as "normal" trade union support for employees would require substantial time off under the Council's Time Off arrangements by a number of Stewards thereby potentially impacting on service delivery.

FINANCIAL IMPLICATIONS

6. Costs can be met from within existing budget provision.

LIST OF BACKGROUND PAPERS

LOCAL GOVERNMENT ACT 1972, SECTION 100D

There are no background papers relating to this report.