



Ms Sally Marshall
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Dacorum Borough Council
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26 September 2017

Dear Sally

Proposed changes to T&C's – Formal dispute notification

I am writing to you on behalf of UNISON and UNITE unions representing staff in Dacorum BC to formally register a dispute with the Council.

In my previous letter to the Council I set out our opposition to the proposed changes to the redundancy entitlement. In response, I got a message that the Council was not willing to compromise or negotiate further.

Unfortunately this leaves us with no choice but to go into dispute with the Council. I would like to remind the Council that status quo must remain during the dispute – the Council should not act to implement the proposals.

In order to avoid escalation of the dispute we have the choice of calling the joint secretaries of the East of England Local Government Association to help mediate this issue. If the Council does not wish to take this opportunity the unions will have no choice but to ballot its members for industrial action.

UNISON and UNITE have participated in the negotiations with a positive approach and have understood the rationale for the proposals and reached agreement to most of the Council's proposals thus far. However, we believe that the proposal to reduce redundancy payment is unfair and is based on incorrect assumptions and an ideological approach – most Councils in Hertfordshire and other public sector bodies pay an enhanced redundancy and so do private sector organisations.

We believe that the least an Organisation can do when sacking an employee for no fault of their own is to try and soften the impact of that decision. Paying more than the minimum redundancy payment helps soften that blow.

If you have any questions regarding this letter or wish to discuss its contents feel free to contact me on 07908 672 901.

Yours sincerely

Nalin Cooke

Nalin Cooke
Regional Organiser