



AGENDA ITEM: 10

SUMMARY

Report for:	Cabinet
Date of meeting:	22 May 2018
Part:	1
If Part II, reason:	

Title of report:	Amendments to Staff Terms and Conditions
Contact:	<p>Cllr Andrew Williams, Leader of the Council Cllr Neil Harden, Portfolio Holder for Resident and Corporate Services</p> <p>Author/Responsible Officers;</p> <ul style="list-style-type: none"> • Sally Marshall, Chief Executive • Matt Rawdon, Group Manager (People and Performance)
Purpose of report:	For Cabinet to approve the changes to the redundancy multiplier and recommend to Council that these are implemented.
Recommendations	That Cabinet recommends Council approves the changes to the redundancy multiplier as set out in paragraph 3.2 of the report.
Corporate Objectives:	Delivering a modern and efficient Council – To ensure our existing terms and conditions are modern and attractive for staff whilst also offering value for residents.
Implications:	<p><u>Financial</u></p> <p>These changes will result in higher redundancy costs in individual cases. All redundancy payments are subject to a business case to demonstrate how the future savings justify any redundancy costs.</p> <p><u>Operational</u></p>
Value For Money Implications'	A process will be implemented to ensure the correct redundancy ratio is applied for staff that are leaving due to redundancy.

	<p><u>Value for Money</u></p> <p>The amendments have been suggested in line with providing residents with value for money, as it brings the Council's redundancy policy more in line with other local authorities whilst still be significantly higher than statutory redundancy pay.</p>
Risk Implications	<p><u>Impact on Staff</u></p> <p>We have reached a provisional collective agreement with Unite and Unison over this new redundancy multiplier and to date there has been no concerns raised by staff.</p>
Community Impact	<p>A Community Impact Assessment has been carried out and it identifies no adverse impact on the community and staff.</p>
Health And Safety Implications	<p>No Health and Safety implications have been identified.</p>
Monitoring Officer/S.151 Officer Comments	<p>Monitoring Officer:</p> <p>This report was not on the Council's forward plan and therefore the consent of the chairman of the Finance and Resources Overview and scrutiny committee was obtained to treat this matter as an urgent report.</p> <p>Deputy S.151 Officer</p> <p>All redundancy cases are assessed on a case by case basis and the business case to justify any decision has to provide value for money.</p> <p>Redundancies will only be approved if the financial business case is positive, hence there should be no direct financial impact on the existing budget, but future redundancy business cases will provide less savings to the council.</p>
Consultees:	<p>Chief Executive and Chief Officers Portfolio Holders Corporate Management Team All staff Unison & Unite</p>
Background papers:	<p>Council meeting 27 September 2017 – staff terms and conditions item.</p>
Glossary of acronyms and any other abbreviations.	<p>None.</p>

1. Introduction

- 1.1 On 27 September 2017, the Council approved changes to a number of staff terms and conditions.
- 1.2 These were introduced in November 2017 to the workforce after a 30 days' notice period.
- 1.3 The Council's recognised trade unions (Unison and Unite) accepted the majority of changes. However, they registered a formal dispute with the Council over the decision to change the redundancy multiplier to 1.5 x weekly pay (previously 2.2).

2. Formal Dispute

- 2.1 Industrial action took place throughout February, March and April which was mainly targeted our refuse and recycling team and clean, safe and green team. The trade unions also had registered further industrial action to take place throughout May for the services at the cupid green depot and cemeteries.
- 2.2 Following a discussion at Council on 18 April 2018. The Council and trade unions agreed to meet with the Joint Secretaries of the East of England Local Government Association.

3. Proposed Agreement

- 3.1 On 1 May 2018, council officers met with the trade unions and the joint secretaries of the East of England Local Government Association.
- 3.2 There was a provisional agreement on changes to the redundancy multiplier for staff, which would be calculated as follows:
 - All continuous local government service up until 2 November 2017, for the purposes of redundancy pay, will be based on a multiplier of 2 x weekly pay for each completed year of service.
 - All continuous local government service after 2 November 2017, for the purposes of redundancy pay, will be based on 1.7 x weekly pay for each completed year of service.
- 3.3 This agreement is subject to approval at Cabinet and Council.
- 3.4 There was also an agreement reached on a joint statement to be released and that all industrial action would be suspended.

4. Recommendations

- 4.1 That Cabinet recommends Council approves the changes to the redundancy multiplier.