

DRAFT Notes to be agreed at next meeting

Notes of Corporate Joint Committee

18 December 2013

Present: Lesley Clarke (LAC) (Chair)
Lesley Bates (LB) Workforce Performance & Productivity Manager
Gary Martin (GM) Unison
Steve Compton Unison
Darren Butterfield Unison

Apologies: Steve Sweeney GMB

		ACTION
1.	<p>Notice of amendment by Unison of suspension of paragraphs 3 and 4 of section 7.3.2 of Terms & Conditions of Collective Agreement</p> <p>Unison had requested an emergency CJC meeting regarding “voluntary redundancy requests” being deliberately protracted in attempts to reduce the financial cost of redundancy.</p> <p>Although GMB were not able to attend, the Regional Organiser had confirmed GMB supported Unison’s position.</p> <p>The Unison Branch Secretary read through the unions report to CJC. In summary Unison stated that employment legislation requires employers to consider voluntary redundancies where this avoids the need to make compulsory redundancies and the associated selection and interviewing processes that would require.</p> <p>GM referred to two cases of requests for Voluntary Redundancy (VR). One who he stated was not at risk of redundancy but where the request had been agreed; and the other where a request for VR had not been agreed.</p> <p>GM said that the introduction of the Officer Sub-Group further delayed consideration of cases.</p> <p>Finally, GM made reference to a change process within CHWB which appeared to be protracted in order to avoid issuing notice of redundancy so that affected staff benefited from the redundancy pay provisions currently in force. However, he also added that managers were working hard to address all that was needed from the change process.</p> <p>Unison (with the support of GMB) are seeking suspension of the provisions within the Collective Agreement on changes to redundancy payments from 1/4/14 and from 1/4/15.</p> <p>LAC commented:</p> <p>1. That requests for VR are subject to agreement by officers dependent on the circumstances applying;</p>	

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| | <ol style="list-style-type: none">2. The Officer Sub-Group is a long-standing sub-group which considers swiftly those business cases for redundancy submitted by managers. If a VR request could not be supported by a manager, the officer sub-group would not be requested to consider it;3. That she struggled to understand the relationship between whether a voluntary redundancy request was agreed or not and the request by the unions to agree to suspending redundancy pay provisions;4. That she would consider the points raised but it was unlikely that she would make a recommendation that the Council agree with the unions request. She would respond as quickly as she could. | |
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