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Wednesday 18th December 2013

Modernising Terms and Conditions of Employment Collective Agreement:
'Variations to this Agreement' (section 6) - one month notice to amend 'Redundancy Payments'
(section 7.3.2)

Dear Lesley

In recognition of the above collective agreement signed 1st November 2012, and in accordance with section 6 (Variations to this Agreement), UNISON formally notify our intention to amend section 7.3.2 of the Redundancy Payments section (7.3.2) with the following amendments;

That paragraphs 3 and 4 of section 7.3.2 are suspended until negotiations commence regarding the unilateral actions of the employer in seeking to gain financial advantage over inactive clauses.

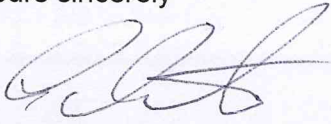
The reason for this request follows the content of the verbal submission relayed to you by UNISON representatives at today's Corporate Joint Committee namely that Voluntary Redundancy requests made to the employer this year in our opinion are being deliberately protracted in attempts to reduce the financial cost of redundancy through inactive clauses within the Modernising Terms and Conditions of Employment collective agreement.

UNISON believes the employer has acted outside the stipulations of good faith implied in our members' contracts of employment and we refer to formal correspondence from the employer which infers that the PMOC takes precedence over the primary function which is statute i.e. section 139 ERA 1996 demonstrating the intent on the employer's part to "run the clock down".

We seek agreement to amend the collective agreement and request an urgent written response as soon as possible.



Yours sincerely



Gary Martin
Branch Secretary

CC John Noblemunn, Regional Organisor, UNISON
Steve Sweeney, Regional Officer, GMB
Cllr Susan Hall, Leader of the Council
Cllr Paul Osborn, Portfolio Holder
Cllr David Perry, Labour Group Leader
Paul Najsarek, Acting Head of Paid Services
Tom Whiting, Corporate Director Resources
Jon Turner, HRD Divisional Director

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