

UNISONS REPORT

Unison has major concerns regarding the proposed introduction of the new Conduct Policy, which is on a non contractual basis.

This would directly affect the legal rights of all the staff, which have under the required 52 week time duration to submit a possible claim with an ET, if a breach of contract occurs ie dismissal without adopting a correct procedure. The employer would in affect remove itself completely from any liability.

The affect this would have, can be directly seen through other procedures and policies that the employer is duly bound by ie the probationary procedure, this has six month duration period on all staff (*except social workers*), by adopting a non contractual conduct policy this knock on effect would extend the duration to 12mths before full employment rights are received.

Unison firmly believes that the employer has a duty to maintain and uphold their employee's rights; by instigation of these policies the only party totally bound to that contract of employment would be the employee which breaches the fundamental principles of the contract. Any contract in law must be of mutual benefit to both parties. It cannot be solely one sided.

Unison is solely committed to working in partnership with the employer in order to ensure that the Council can achieve the status of "employer of choice" and best council by 2012, but as the forum can fully appreciate we have a commitment to our members to ensure their rights are fully maintained and upheld.

Unison therefore asks the relevant portfolio holder to reconsider these non contractual policies.