



*Harrow L.G. Branch
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Branch Secretary: Gary Martin

Lesley Clarke
HRD Business Manager
3rd Floor Civic 1
Civic Centre
Harrow,

15th October 2010.

Dear Lesley,

In response to yesterday's meeting regarding the Non contractual status of the council's employment procedures, Unison would request certain situations be addressed and clarified for the written record. We as the largest Trade Union of Harrow Council require an explanation why the portfolio holder's decision was not made available or known to us within the democratic period of Call In. This is both unethical and provides a situation of mistrust. There is also the outstanding letter of the Divisional Director (30th March 2010). This fails to recognise the legalities of terms and conditions of employment and the position of the Trade Union in Harrow, which again requires a written explanation.

We also require a full written explanation why the Trade Union side were previously misled in respect of the need for change of the contractual status of the three non contractual procedures.

We also require assurances from the employer that any further negotiations regarding non contractual policies will be subject to certain requirements,

1/ Harrow Unison requests that any agreement with the employer is therefore subject and dependant on Unison legal advice, prior to any decision taken by the employer.

2/ In the event of a disagreement that directly affects our member's terms and conditions of employment, the employer will refrain from unilaterally imposing a change.

3/ Any policy and procedure that has minimal risk to the authority from breach of contract will not be subjected to change.

4/ Any negotiation breakdown will not incur unilateral change by the employer without further consultation.

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5/ The three non contractual procedures are firstly reviewed in order to provide minimal standards not merely the reliance on best practice notes which at present weighs heavily in favour of the employer.

6/ Unison retain the right to withdraw from negotiations in the event that we feel our members agreed terms and conditions of employment are being eroded or destroyed.

7/ No one party should impose their position to obtain an outcome which is weighed heavily in favour to either party.

I look forward in receipt of your response in this matter therefore ensuring that good industrial relations regarding these sensitive and extremely important discussions are maintained to a high level, which will hopefully repair the mistrust we are experiencing at present.

Yours sincerely

G. Martin
Branch Secretary
Harrow Unison LG

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