

Appendix B

Dareen Butterfield / Steve Compton
Harrow Unison LG
The UNISON Office
c/o Central Depot

6 January 2011

Dear Darren and Steve

Contractual / non-contractual consultation: UNISON proposal

I refer to Gary Martin's letter dated 8 December 2010. It has taken us some time to meet to consider Unison's counter-proposal and I am pleased that we have been able to do so today. It is unfortunate that GMB were unable to attend. Marion Afoakwa will be arranging to meet with them to discuss these issues with them.

The essential points of Unison's proposal were:

Contractual

1. Policy statement – this is agreed and reflects our proposal
2. Rights and obligations on parties – this is agreed and reflects our proposal
3. Principles – this is agreed and reflects our proposal
4. Procedure. I said that I would consider this aspect and I am prepared to agree the procedural flow-chart is contractual. This agreement does not extend to the detailed toolkit
5. Timescales – this was the most significant issue we discussed and one on which we agreed we would seek to find a compromise position that reflects the union's concern regarding management accountability for compliance whilst ensuring that the council manages risk.

I suggested that we include as contractual the following:

“There is an expectation that managers should inform and consult employees and their trade union or other representatives if timescales need to be extended.”

I am formally proposing this wording becomes contractual and I would hope that the branch can agree this.

In addition, I said that I was happy that the timescales be reviewed.

Non-contractual

1. Guidance

2. Detailed toolkit – as stated above, my view is that this is non-contractual.

I would confirm that the above relates to all policy and procedure and not just to the Fair Treatment Suite.

I would hope the branch can agree to this outcome from our meeting. I would be grateful for a response to this letter as soon as possible. Marion Afoakwa will be meeting with GMB as soon as she can. There is an expectation from ECF that we report back on the outcome of our discussions at ECF on 25 January 2011.

Yours sincerely

Lesley Clarke
Organisational Development Manager

Cc:
Marion Afoakwa, HRD