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Wednesday 12 January 2011

### **Contractual/non-contractual consultation: Branch Executive decision**

Dear Marion and Lesley

Thank you for your correspondence dated 6 January 2011 which confirmed the points you had gathered from the meeting held between UNISON representatives on the same day.

The Harrow UNISON LG Branch Executive Committee convened yesterday to discuss the content of your letter and unanimously decided not to accept the outcome.

The Executive Committee could not agree to a blanket decision which relates to all contractual terms and conditions without further investigations into the UNISON proposal. The Executive Committee will also not enter further negotiations until establishing the impact of this proposal on the existing non-contractual Fair Treatment Suite of procedures. UNISON therefore proposes that in order to do this the existing non-contractual 'Suite' should be discussed and focused on before even considering a decision relating to other contractual and expressed terms and conditions. This union will also not be pressured into deciding an outcome which could have far reaching implications and nor will it be deceived into accepting an adapted approach to our proposal without seeking legal advice first and if required, seeking authorisation from the membership.

Furthermore, the Executive Committee is also disappointed that the Council's overall position has not changed in relation to the adaptation and negotiation of timescale references within the Toolkit section as it was our understanding from the portfolio holder that HRD Officer's have adopted a blank canvass approach. As you are aware, part of our proposal returns the Toolkit section (as they are formatted presently) to contractual status but before doing so we expect that these timescales would need to be reviewed or amended to suit the concerns of both parties. A contractual Toolkit with amended timescale references would suit this union's position and alleviate our concerns regarding the accountability aspect that was related to you by UNISON representatives in the consultation meeting convened on the 6 January 2011.

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Finally, the Branch Executive Committee also disappointedly noted that no GMB representatives were present at the meeting.

However, the Branch Executive Committee would also like to reassure the Authority that the branch will not stop consulting with its officers or its elected members on this issue and we firmly believe an amicable solution can be found in accordance with the ECF recommendation that all Harrow policies return to contractual status.

*Branch Executive Committee*

pp.

**Harrow UNISON LG Branch Executive Committee**

CC Cllr Graham Henson, Portfolio Holder, Performance, Customer Services and Corporate Services,

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