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**11. UNISON UPDATE REPORT (JC/JBSA)**

The Unison Reps have worked with the Leadership Team and Staff Committee to reach agreement on the proposed changes to some of our terms and conditions of employment.

The good news is that changes to the period of pay protection, will now not come into force until 1 April 2018 when the majority of the current restructure should be completed.

The contribution of staff who provided feedback to Unison during the consultation process enabled us to negotiate an outcome which we felt we could recommend to our members.

This process clearly illustrates the benefit of working for an organisation that recognises the benefit of a Trade Union and where the voices of staff can be heard.

We expect the continuation of the authority re-structuring process will bring forward further issues where staff will need support of the Unison reps. but we anticipate the experience gained from the occurrences this year will stand us in good stead for the future.

**1. Purpose of the report**

To inform members of the committee of current activities and issues which Unison representatives have been dealing with since the last meeting and be following up in the months to come.

**2. Key issues**

Relationship with staff during this period of structural change.

**3.**

**Recommendations**

That the report be accepted.

**4.**

**How does this contribute to our policies and legal obligations?**

Contributes to staff working at the authority as Unison is the recognised trade union.

**5. Are there any corporate implications members should be concerned about?**

The morale of staff as a result of the restructure process and the uncertainty it brings.

**Background papers** (not previously published)

None

**Appendices**

None

**Report Author, Job Title and Publication Date**

Josephine Allen, Finance Officer, 8 December 2016