

9. UNISON ACTIVITY REPORT - UNISON STEWARDS JUNE 2018

1. Purpose of the report

To update this committee on the work of Unison within the PDNPA

2. Recommendations

1. That the report be noted.

How does this contribute to our policies and legal obligations?

3. Unison is the Trade Union that is recognised by the Peak District National Park Authority.

4. Background

Unison are pleased to report a relatively quiet period since the last meeting of this committee, however we would like to update the members on the following issues:

1. Unison / PDNPA Partnership Agreement

Negotiations continue between Unison and PDNPA Leadership in order to establish a partnership/ facility time agreement between the PDNPA and Unison.

2. Vehicle use at the Authority

Unison members affected by the loss of their work vehicles have expressed disappointment that no compensation package was offered by the Authority to affected individuals and have pointed out the detrimental effect this has had on the morale of those staff.

3. Commercial Development and Outreach Directorate Restructure

Unison reported to the last meeting of this committee, that Unison was supporting members of the Countryside and Maintenance Project Team in a dispute over the introduction of a weekend working rota.

Unison are pleased to be able to report that its members have now come to an agreement regarding weekend working and that Unison negotiated a review period for these arrangements.

No further significant issues have arisen in relation to this restructure since the date of the previous report.

4. PDNPA Unison presence at Derbyshire County Branch

Unison reported previously that a PDNPA Convenor position has been created in order to give the PDNPA Unison Stewards a presence in the management

and decision making of the Derbyshire County Branch of Unison.

A Convenor is a Senior Steward who represents a particular sector of the workforce at branch level.

This has already been very successful in addressing the long standing issue that the PDNPA Reps have had in getting their voice, and the voice of PDNPA Unison members, heard at branch

However Unison is now awaiting confirmation from PDNPA Leadership Team / HR as to whether they will continue to support the Convenor's paid release for attendance at these meetings. Unison hopes agreement can be reached on this issue.

5. Apprenticeships

Both Unison and Staff Committee have continued to have concerns regarding the PDNPA's approach to Apprenticeships. Unison's main concerns are as follows:

- a. Replacement of existing staff with Apprentices
That the Authority's approach to apprenticeships will lead to the replacement of existing salaried positions with Apprentices paid at the Apprentice rate and that a financial imperative will emerge to do this.
- b. Pay Rate
That the Authority has decided to pay the Apprentice rate of £3.40 an hour to candidates of School Leaver age, rather than the National Minimum Wage. This represents the lowest amount that can legally be paid.

The Minimum Wage for employees under 18 years old is generally around 50p per hour more than the Apprenticeship rate. Unison believes that to paying the minimum wage would make the Authority a more attractive employer for young people and would set a good example to other local employers.

Derbyshire County Council currently pay Apprentices the National Minimum wage, and Derbyshire Dales District Council currently pay 10% over the Apprenticeship rate. So both are voluntarily paying more than the PDNPA intends to pay.

- c. Apprentice Role
Staff Committee and Unison jointly suggested that we would welcome an introduction of a scheme similar to the Authority's previous approach to young people's employment under the old YTS (Youth Training Scheme).

i.e. where the Apprentice rotates around different departments learning about a variety of different functions of the Authority thus getting a broad range of experience whilst being given the opportunity to gain a nationally recognised qualification (e.g. B tech) via day release to college. This was previously very successful and several existing staff who benefitted from this scheme as youngsters are now still employed by the Authority 20 or more years on, in senior positions.

This approach has not been adopted by the Authority. The first Apprenticeship at Aldern House will be solely in the Democratic and Legal Team and will not be supported by an external qualification.

It has recently come to our attention that "Grand Tour" Apprenticeships, similar to those described above are being advertised by DDDC.

6. **Proposals**

That the above be noted by members.

7. **Background papers**

None

8. **Appendices –**

1. PDNPA online Apprenticeship advert for Legal and Democratic Support Apprentice
2. DDDC online Apprenticeship Advert for “Grand Tour” apprentice.
3. DCC – page for website confirming National Minimum Wage paid.

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