



Committee and Date
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Item
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TERMS OF REFERENCE FOR IMPLEMENTATION EXECUTIVE EMPLOYEES' JOINT CONSULTATIVE COMMITTEE

Summary

This report presents the terms of reference for the Implementation Executive Employees' Joint Consultative Committee for consideration and approval.

Recommendations

That the Implementation Executive Approve the Terms of Reference for the Employees Joint Consultative Committee.

REPORT

Background

1. During the transition to the unitary authority there will be a number of employment issues relating to policies and contractual rights affecting employees of County, Districts and Borough Councils which will need to be approved through collective bargaining arrangements.
2. In order to manage this process during the transition Terms of Reference for an Employees' Joint Consultative Committee reporting to the Implementation Executive (IEEJCC) have been drafted (see Appendix 1).
3. The proposals will provide a framework to ensure compliance with the Information and Consultation Regulations and relevant employment legislation. It will also support and assist in delivering on the principles contained in the Shropshire LGR Managing People Protocol.

Proposals

4. The Membership of the IEEJCC will consist of 10 members of the Implementation Executive and 10 trade union representatives as follows.

Employers' Side

Shropshire County Council

5 members (Chair of IE, HR

Portfolio Holder plus 3 other Members from the Administration).

Bridgnorth District Council	1 member (Leader of the Council)
North Shropshire District Council	1 member (Leader of the Council)
Oswestry Borough Council	1 member (Leader of the Council)
Shrewsbury & Atcham Borough Council	1 member (Leader of the Council)
South Shropshire District Council	1 member (Leader of the Council)
Total	10

Employees' Side

5 lay (employee) Trade Union representatives from Shropshire County Council and 1 lay (employee) Trade Union representative for each District /Borough Council (total 10).

5. There will also be a range of advisors including the Chair and Vice Chair of JIT, the Head of Human Resources and Development and Full Time Trade Union Officers.
6. The type of issues it is envisaged will be the subject of consultation will include;
 - the transfer of staff to the new Council
 - the structures of the new Council and implications for employees including redundancy and compensation arrangements
 - conditions of service and remuneration on transfer
 - the terms and conditions, policies and procedures for employees of the new Council leading up to vesting day
 - items forwarded from the Joint Implementation Team (JIT) and Implementation Executive(IE) which fall within the remit of the IEEJCC
 - items forwarded by recognized trade unions representing employees covered by the IEEJCC.
7. It is proposed that meetings will be held every 3 months or more frequently if business dictates this.
8. Arrangements for consultation and information on matters relating purely to County, District, or Borough Council employment will continue under the current local arrangements. However, it is expected that decisions will be made in the context of the Shropshire LGR Managing People Protocol.

Conclusion

9. The proposals detailed above provide for a joint mechanism to manage employment issues during the transition to the unitary authority.

List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information)

Human Rights Act Appraisal

N/A

Environmental Appraisal

N/A

Risk Management Appraisal

The contents of this report address risks arising should we fail to consult employees on contractual employment issues.

Community / Consultations Appraisal

N/A

Member Champion

Cllr Joyce Barrow/ Cllr David Lloyd

Local Member

N/A

Appendices

Appendix 1 Terms of Reference for Implementation Executive Employees' Joint Consultative Committee