

AGENDA ITEM NO: 4

To : Members of the Human Resources Committee

Councillors : Steve Comer, John Bees, Richard Eddy, Michael Popham, Anthony Negus

Copy to : Robert Britton, Service Director, Strategic HR
Will Godfrey, Strategic Director; Resources
Minute Book, DSO, ISO, Spares x 15
Linda Fitton, Liz Jones, Sally Ansell, Mark Williams

HUMAN RESOURCES COMMITTEE

21 January 2010

PUBLIC FORUM STATEMENTS

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| 6 | | External Contracts - TUPE Monitoring | |
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| n/a | GMB | Grievances and Appeals | 3 |
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BRISTOL CITY COUNCIL HUMAN RESOURCES COMMITTEE**THURSDAY 21ST JANUARY 2010****COMMENTS OF UNISON****AGENDA ITEM 5, “APPRENTICES TRAVEL EXPENSES”**

Whilst UNISON broadly supports the principal of travel allowances for apprentices, there are two issues which the Bristol Branch would like to see recorded namely:-

Consultation

UNISON is not aware of any consultation meetings being arranged between the City Council and the Trade Unions in order to consider the proposals. Whilst the report in all probability was likely to receive favourable support from the TU side, nonetheless there was an expectation from UNISON that the union along with its TU colleagues should have been consulted regarding the policy. It is also interesting to note that TU Consultation is not recorded within the report.

Qualification for Payment

The report implies that once an apprentice progresses to a salary point above the minimum wage, that they would no longer qualify for travel subsistence. UNISON regards this decision as harsh given on board that the likelihood that the employee would then be financially worse off because they would have received the increment on their salary, but would have it wiped out by paying the public transport costs. There does not appear to have been any definitive explanation regarding this matter in the report, and UNISON would ask that a report be brought back to HR Committee in setting out the rationale behind this decision.

AGENDA ITEM 6, “EXTERNAL CONTRACTS – TUPE MONITORING

UNISON notes the intention to appoint a “Contract Monitoring Officer”, who will have direct responsibility for monitoring the performance of a contract and deal with any employment related issue.

What concerns UNISON in the report, is that where TU’s are unhappy with the responses to genuine concerns surrounding employment issues within a proposed TUPE contract, and are unable to come to an acceptable resolution with the Officer concerned, there is an implied notion that the issue may be brought to the attention of the 3 party group leaders and not under the Public Forum for HR Committee. UNISON considers this view to be in conflict with the guidance notes for Public Forums.

UNISON holds the view that until such time as discussions surrounding TUPE issues have been exhausted between the Contracts Monitoring Officer, HR and the TU Side over employment related matters, the Trade Unions hold the right either lodge a

formal dispute with the authority or raise it formally under the Public Forum for HR Committee.

AGENDA ITEM 7 “SCHOOL SUPPORT STAFF NEGOTIATING BODY (SSSNB)”

Whilst discussions are being held nationally in the establishment of the SSSNB, it would be incorrect to assume from the report that consultation as indicated under paragraph 2.1 of the report is not applicable. UNISON holds the view that any proposed changes to conditions of service whereby its members are affected must be the subject of regular dialogue between the City Council and its recognised trade unions, even if it is for information only due to discussions at a national level.

UNISON along with its TU colleagues, have already been consulted initially by the City Council regarding the SSSNB, as this issue had been previously raised at a CYPS departmental JCC. UNISON flagged up at the JCC, that the City Council will need to monitor any adjustments to pay and conditions to posts identified as being subject to the SSSNB as opposed to the NJC single status, as there may be potential equal pay issues as a consequence. This itself could have significant bearings on the civic budget as a consequence. To date, UNISON is not clear on what the City Council's response is to this matter.

Members of the HR Committee are asked therefore to not the concerns of UNISON in the respect of potential equal pay issues.

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Submission for Human Resources Committee Thursday 21 January 2010

Agenda item 5 Apprentices Travel Expenses

Unite the Union supports the recommendation for the Authority to pay the travel costs for apprentices earning below the minimum wage. This work group are earning below the national minimum wage so any proposal to help with travel costs is welcome.

If nothing is done apprentices may leave to take up other placements in organisations paying more than the £95 per week minimum. The Authority depends on schemes such as this one to be successful to address the aging workforce concerns.

Agenda item 6 External Contracts – TUPE Monitoring

It's helpful to note that a Contract Monitoring Officer is appointed to monitor TUPE++ contracts. This gives the trade unions a contact point if there any areas of concern regarding an outsourced contract.

Agenda item 7 School Support Staff Negotiating Body

The Negotiating Body when implemented will involve a job evaluation exercise of School Support Staff on a national level. This will bring consistency to the way Support Staff jobs are graded and paid around the country.

Job evaluation cannot be implemented at NIL cost and the revenue section of the report explains what funding arrangement is available locally if this becomes necessary.

Steve Paines

Convenor



20th January 2010

**GMB SUBMISSION TO BRISTOL CITY COUNCIL HR COMMITTEE
21 JANUARY 2010**

The GMB wish to make the following submission:

1 Minute 50.12/09 Grievance and Appeals

The GMB is seeking clarification in relation to this Minute. What action is being taken where the grievance/disciplinary process is going beyond the optimum 28 days?

2 Apprentices Travel Expenses – Agenda Item No 5

The GMB is fully supportive of this workgroup having access to support with their travelling costs. However, we were under the impression this workgroup had been included in the original City Council Travel Expenses put before the HR Committee last year. The GMB is concerned, however, to note in the report (points 6 and 9) refer to assistance for those apprentices who are earning below the minimum wage. What is the policy once they are earning the minimum wage and slightly above? Under the City Council's Travel Policy they would still be eligible until they start earning above BG6 – is this correct?

3 External Contracts – TUPE Monitoring – Agenda Item No 6

The GMB note with interest the report relating to TUPE Monitoring and have forwarded copy letters to the HR Manager referred to in this report. However, the GMB in it's original request in October 2009 was asking the City council what monitoring procedure was in place in order for the client to ensure the contractor was compliant with the contract specification relating to TUPE++. It appears the onus is upon the contracted staff/union to bring issues to the client's attention.

Wendy Weston
Corporate Representative

Rowena Hayward
Organisation Officer