



REPORT FOR EDLC BOARD	
<b>Report Title:</b>	Terms and Conditions Review
<b>Contact officer:</b>	Mark Grant
<b>Date:</b>	12 <sup>th</sup> February 2017
<b>Agenda Item No:</b>	5
<b>Report No:</b>	EDLCT 64/17/MG

## 1. INTRODUCTION

- 1.1 The purpose of this report is to advise the Board of changes to terms and conditions for East Dunbartonshire Council employees which were approved at the Council meeting on 23 February 2017.
- 1.2 The Council introduced these changes as part of the Budget Reduction process for 2017 and the three areas approved under Terms and Conditions are detailed below:
  - Reinstatement of Overtime Ceiling (Grade 9 and above)
  - Charging for employee PVG
  - Pay in Lieu of Notice
- 1.3 East Dunbartonshire Council has allocated savings of £200,000 in relation to above changes.
- 1.4 The potential savings for EDLC would be considerably less due to the difference in employee numbers. In terms of savings it is estimated that no savings would be made in relation to overtime as EDLC has only 9 employees above grade 9 and none of these is paid overtime. The proposal for charging employees for their PVG (£59.00 for a new member) would save approximately £2,000 per annum. Savings from the last change in relation to Pay in Lieu of notice being paid at statutory level would depend on the number of employees leaving the organisation and their length of service.

## 2. BACKGROUND

- 2.1 East Dunbartonshire Council decided in December 2016 to reverse its previous decision to implement a revised package of terms and conditions but instructed officers to continue to work with the trades unions to identify areas within the existing terms & conditions package where change could be agreed whilst securing a financial efficiency contribution to the 2017/18 budget.
- 2.2 Following discussions with the trades unions, the 3 elements of terms and conditions specified in 1.2 above were identified as the most probable areas for agreement.

- 2.3 Each of the trades unions (GMB, Unison, Unite & UCATT) advised that they believed that the proposed changes would be favourably received by their members. GMB, Unison and Unite confirmed that they would each conduct a consultative ballot with their members.
- 2.4 These consultative ballots closed on Friday 17 February 2017. Unison, Unite and UCATT ballot results confirmed acceptance of the proposed changes. However the GMB has advised that a very poor turnout (less than 30%) has resulted in a rejection of the proposed changes. Senior officials from the GMB have verbally confirmed their surprise and disappointment and that they will engage with their members pending the implementation of the proposed changes, should Council agree to the proposals.

### **3. RECOMMENDATIONS**

- 4.1 It is recommended that the Board:-
- a) Notes the details provided on changes to EDC employees terms and conditions.
  - b) Consider the implementation of these changes for EDLC employees taking account of the required notice period.