

## APPOINTMENTS COMMITTEE

*At a meeting of the Appointments Committee held at the Municipal Building, Kingsway, Widnes on 27<sup>th</sup> June 2002.*

Present: Councillors McDermott (Chairman), S. Hill, Nyland and Swain.

Apologies for absence: Councillor Taylor.

Absence declared on Council business: None.

### ITEMS DEALT WITH UNDER POWERS AND DUTIES EXERCISABLE BY THE COMMITTEE

#### APC1 HARMONISATION OF CONDITIONS OF SERVICE

*Action*

The Committee considered a report on the progress of negotiations with Trade Unions in respect of single status/harmonisation of conditions of service.

Negotiations had been taking place with UNISON, GMB, TGWU and MPO with a view to harmonising conditions of service for all staff employed under "Green Book" conditions of service. This was not only as a result of the national single status agreement but also the need to harmonise Halton and Cheshire County conditions applying to differing groups of employees.

The following conditions, policies and procedures had previously been harmonised;

- (i) hours of work;
- (ii) car allowances;
- (iii) Trade Union facilities;
- (iv) management of sickness absence;
- (v) monthly, cashless pay;
- (vi) annual leave;
- (vii) extra statutory holidays;
- (viii) flexitime;
- (ix) discipline;
- (x) grievance;
- (xi) appeals;
- (xii) capability;
- (xiii) dignity at work;
- (xiv) first aid payment; and
- (xv) stress at work.

The report set out details of further proposals for harmonisation covering the following areas:

- (i) notice periods;
- (ii) retirement awards;
- (iii) part time workers entitlement to Bank Holidays;
- (iv) subsistence allowance;
- (v) redeployment/at risk/pay protection; and
- (vi) alcohol misuse.

If the changes outlined were agreed, it was proposed that they would become effective from 1st July 2002, except for the provisions relating to Bank Holidays for part time staff which should be backdated to 1st April 2002, the start of the leave year.

Trade Unions had balloted their members on the proposals on the basis of them being a 'package' of measures i.e. acceptance or rejection is of the whole. The proposals had been accepted by all unions.

RESOLVED: That the Changes to conditions of Service set out in the report submitted be approved.

*Meeting ended at 4.20 pm.*