

07/12/2009 - Consultation with staff - Terms and conditions

The first equal pay review (EPR) consultation meeting took place last week (Tuesday 1 Dec) between representatives of Lancashire County Council and members of the trade unions (Unison, Soulbury Unions, Unite and UCATT).

Discussion took place on the reasons for the consultation proposals and a detailed timetable for the consultation exercise was considered.

The management side presented a set of proposals to the trade unions and these were discussed. The union side have requested further information regarding the groups and numbers of staff affected by each proposal. They also requested costs associated with the proposals to be provided and asked for further clarification on these to be brought to the next discussions.

At the next meeting on December 8, the organisation will be discussing the additional information to be provided to the trade unions and will be consulting on harmonising the annual leave entitlement for all groups; standardising the working week (in terms of hours and days); flexi time arrangements and the use of annualised hours contracts (this involves employees contracted to work set hours in the year in which the days and hours of work may vary depending on the time of year).

Many of you will have already received communication to announce the start of the 90 day consultation on December 1. The review was required by the 2004 Pay Agreement with the purpose of making sure the council complies with equalities legislation and has one set of terms and conditions of employment for all.

Before implementing a new pay and grading structure and a standard set of terms and conditions, it is important that we consult the trades unions on our proposals.

We are therefore committed to making this a meaningful process and hope that the result of the consultation will bring changes by agreement.