

DELEGATED DECISION

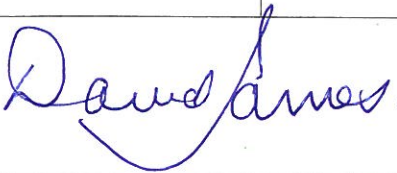
Democratic Support



REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL CABINET MEMBER

Delegated Decision Reference Number -

Decision			
1	Title of decision: De-recognition of UNISON from local collective bargaining arrangements		
2	Decision maker (Cabinet Member): Cllr. Ian Bowyer		
3	Decision author and contact details: Mark Grimley, Assistant Director HR & OD		
4	Decision to be taken: The de-recognition of UNISON from local collective bargaining with immediate effect. This decision will enable the Collective Agreement to be taken forward with the remaining two unions who have indicated they will accept the new terms and conditions. This is an enabling decision.		
5	Reasons for decision: Financial delivery of savings and potential litigation risk		
6	<p>Alternative options considered: To achieve £18million workforce savings the following options were considered and ruled out for time, cost, legal and service impact reasons:</p> <ol style="list-style-type: none"> 1. Major number of redundancies 2. Continued negotiations 3. Imposition of new contracts 4. Dismissal and re-engagement of workforce 		
7	<p>Financial implications:</p> <p>To achieve savings for terms and conditions of around £400k in 2011/12. No implications for implementation of the decision.</p>		
8	Is the decision a Key Decision?	Yes	(if ticked, complete section 9)
		No	X (If ticked, proceed to section 10)
9	Date added to the Forward Plan?		
10	Please specify how this decision is linked to the policy framework and/or budget: The Council's budget delivery plans include £700k for savings linked to the workforce. Terms and Conditions have been negotiated that achieve this saving.		
11	Is the decision a case of special urgency?	Yes	X (if ticked, ensure that the Chair of the Overview and Scrutiny Management Board signs the report at section 11a and section 11b is completed)
		No	(if ticked, proceed to section 12)

11a	Signature			Date	16 August 2011
	Print Name	Cllr. David James			
11b	Reason for urgency: Significant risk of financial savings not being achieved and threatened legal action by trade unions.				
Consultation					
12	Are any other Cabinet Members affected by the decision?	Yes	<input checked="" type="checkbox"/>	(if ticked, complete sections 13 and 14)	
		No	<input type="checkbox"/>	(if ticked, proceed to section 15)	
13	Which other Cabinet Member is affected?	Affects the workforce within all portfolios.			
14	Has this Cabinet Member been consulted?	Yes	<input checked="" type="checkbox"/>	Cabinet Planning have been briefed.	
		No	<input type="checkbox"/>		
15	Which Corporate Management Team member has been consulted?	Corporate Management Team have agreed this course of action.			
16	Please include the sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	TH0020		
		Finance (mandatory)	MC 1112 007		
		Legal (mandatory)	LT 12612		
		Human Resources	MG1108/002		
		Asset Management	N/A		
		IT	N/A		
		Procurement	N/A		
Other Information					
17	Is the decision in accordance with an Equalities Impact Assessment?	Yes	<input checked="" type="checkbox"/>	(For further advice, contact Assistant Director for Safer Communities, ext. 4388)	
		No	<input type="checkbox"/>		
18	State how the decision supports the City and Council Priorities.	Value for money: Achieving savings and a more efficient workforce			

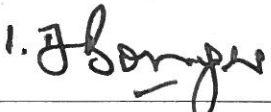
Background Papers

19 Please list all background papers relevant to the decision in the table below.
 (If not attached, indicate where it can be accessed either electronically or in hard copy. Any confidential (Part II) information should be included in background papers only and not in this delegated decision template. If the background paper is Part II, please indicate why the background paper is not for publication by virtue of Exemption Paragraph(s) (E1 – E7) of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in the table).

Title	Part I	Part II	Exemption Paragraph Number							
			1	2	3	4	5	6	7	

Cabinet Member Signature

20 I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, City Strategy, Corporate Plan and Medium Term Financial Plan.

Signature		Date	16 August 2011
Print Name	Cllr. Ian Bowyer		