

Request for Scrutiny Work Programme Item

1	Title of Work Programme Item	Identification of lessons to be learned from the process of de-recognition of UNISON from collective bargaining arrangements
2	Responsible Director (s)	Adam Broome, Director of Corporate Resources
3	Responsible Officer Tel No.	Mark Grimley, Assistant Director for Human Resources and Organisational Development
4	Aim	To identify whether there are any lessons to be learned from the process leading to the de-recognition and re-recognition of the trade union Unison during August and September of 2011, which will benefit the Council's industrial relations arrangements in the future
5	Objectives	To understand why the decision to de-recognise UNISON was taken To identify any learning points to inform future negotiations
	Benefits	Any learning points identified may be applied in future negotiations to avoid the need for de-recognition of Trade Unions Scope may be identified for agreed actions to improve industrial relations within the Council

	Beneficiaries	The signatories of Plymouth City Council's collective bargaining agreement		
6	Criteria for Choosing Topics	Public interest issue covered in the local media Connected with significant budgetary commitment		
7	Scope	The process leading to the conclusion of the Collective Agreement, including the initial failure to sign the agreement, the decision to derecognise Unison and the decision to re-recognise		
	Exclusions	The benefits or disbenefits of the Collective Agreement itself		
8	Programme Dates	One meeting date during January 2012		
	Timescales and Interdependices	What	Who	When
		Agreement of work request Task and Finish meeting Report Submitted to Management Board	Management Board Support Services nominees Management Board	December 2011 February 2012 March 2012

9	Links to other projects or initiatives / plans	Corporate Plan Budget Delivery Plan Medium Term Financial Strategy
10	Relevant Overview and Scrutiny Panel	Support Services
11	Lead Officer for Panel	Paul Chapman
12	Reporting arrangements	Report to Scrutiny Management Board
13	Resources	Officer, witness and Councillor time Meeting and documentation preparation Meeting time Compilation and agreement of report
14	Budget implications	None in addition to resources above
15	Risk analysis	Issue for scrutiny now concluded, so no specific risk of non-delivery Future industrial relations risks may be mitigated depending on outcome of work item
16	Project Plan / Actions	As timescale above