

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

**Delegated Decision Reference Number – FPP9 11/12**

<b>Decision</b>	
<b>1</b>	<b>Title of Decision: Recognition of UNISON to local collective bargaining arrangements</b>
<b>2</b>	<b>Decision Maker: Councillor Ian Bowyer – Cabinet Member for Finance, Property &amp; People</b>
<b>3</b>	<b>Decision author and contact details: Mark Grimley, Assistant Director HR &amp; OD</b>
<b>4</b>	<p><b>Decision to be taken:</b> Plymouth City Council shall voluntarily recognise Unison for collective bargaining purposes subject to the following conditions being satisfied:</p> <ol style="list-style-type: none"> <li>1. UNISON confirms its acceptance of the proposed new collective agreement by signing the said agreement by no later than 14<sup>th</sup> September 2011.</li> <li>2. GMB and UNITE, the existing local collective bargaining unit, agree to the recognition of UNISON for collective bargaining purposes and its reinstatement to the local collective bargaining unit as of 14<sup>th</sup> September 2011.</li> </ol> <p>The recognition of UNISON for collective bargaining purposes shall be on the same terms and on the same basis as existed immediately prior to the Council's decision to de-recognise UNISON on 17<sup>th</sup> August 2011.</p> <p>Provided Conditions 1 and 2 hereinabove are complied with, the recognition of UNISON for collective bargaining purposes shall come into effect contemporaneously with its authorised representative signing the proposed new collective agreement on behalf of UNISON by no later than 14<sup>th</sup> September 2011.</p>
<b>5</b>	<b>Reasons for decision:</b> Financial delivery of savings and reducing litigation risk

6	<p><b>Alternative options considered: To achieve £18 million workforce savings the following options were considered and rule out for time, cost, legal and service impact reasons:</b></p> <ol style="list-style-type: none"> <li>1. Major number of redundancies</li> <li>2. Continued negotiations</li> <li>3. Imposition of new contracts</li> <li>4. Dismissal and re-engagement of workforce</li> <li>5. Signature of existing bargaining unit (GMB and UNITE)</li> </ol>			
7	<p><b>Financial implications:</b> To achieve savings for terms and conditions of around £400k in 2011/12 and £1.2 million in a full year.</p>			
8	<b>Is the decision a Key Decision?</b>	Yes		(if ticked, complete section 9)
		No	X	(If ticked, proceed to section 10)
9	<b>Date added to the Forward Plan?</b>			
10	<b>Please specify how this decision is linked to the policy framework and/or budget:</b>	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	<b>Is the decision a case of special urgency?</b>	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	<b>Signature</b>			<b>Date</b>
	<b>Print Name</b>	Councillor David James		
11b	<b>Reason for urgency:</b> Significant risk of financial savings not being achieved and risk of legal action.			
<b>Consultation</b>				
12	<b>Are any other Cabinet Members affected by the decision?</b>	Yes	X	(if ticked, complete sections 13 and 14)
		No		(if ticked, proceed to section 15)
13	<b>Which other Cabinet Member is affected?</b>	Affects the workforce within all portfolios.		

14	Has this Cabinet Member been consulted?	Yes	X	Cabinet Planning have been briefed.					
		No							
15	Which Corporate Management Team member has been consulted?	Corporate Support Management Team have agreed this course of action.							
16	Please include the sign off codes from the relevant departments consulted:	Democratic Support (mandatory)			TH				
		Finance (mandatory)			AB				
		Legal (mandatory)			DVS				
		Human Resources			MG				
		Corporate Property			N/A				
		IT			N/A				
		Procurement			N/A				
<b>Other Information</b>									
17	Is the decision in accordance with an Equalities Impact Assessment?	Yes	X	<i>(For further advice, contact Assistant Director for Safer Communities, ext. 4388)</i>					
		No							
<b>Background Papers</b>									
18	State how the decision in accordance with an Equalities Impact Assessment?	Full E.I.A's undertaken during negotiations process with Trade Unions.							
19	Please list all background papers relevant to the decision in the table below. <i>(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 <u>not</u> 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 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in the table).</i>								
Title		Part I	Part II	Exemption Paragraph Number					
				1	2	3	4	5	6

**Cabinet Member Signature**

**19** 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****Print Name**

Councillor Ian Bowyer