

TRANSFORMATION & TRADE UNION ENGAGEMENT

BRIEFING NOTE FOR Employment Liaison Committee



1. INTRODUCTION

The last Employment Liaison Committee (ELC) was held Monday 21 July 2014. Several items were brought for discussion, however this briefing note and supporting documentation addresses the following points specifically raised:

- Relating to the lack of trade union engagement with the transformation programme;
- That no progress had been made relating to the request for trade union representation on the Member Transformation Board

2. BACKGROUND

2.1. Since the last ELC, considerable thought has been given to how to address the above issue and discussions with Lead and Regional representatives (not all stakeholders have been available to date) along with Programme Managers, HROD and some of our partners within the city have helped to inform proposals.

3. SCOPE

3.1. The piece of work focuses on putting in place a forum to enable engagement with trade unions on programmes, projects, initiatives and pieces of work that are included within the Transformation Programme.

Document	Purpose	Source / Sponsor
T&TU Framework (DRAFT)	<ul style="list-style-type: none">- This sets out the formal minimal requirements and principles that we would expect from TU engagement. Includes Draft Terms of Reference for Joint Working Partnership- It includes a Project and Programme lifecycle, which has TU engagement built throughout, to ensure it is embedded in existing processes.- This is currently with TUs and Programme Managers for review following their input	ELC action

4. RECOMMENDATIONS

4.1. It is recommended that the attached framework is adopted, which includes:

- A Joint Working Partnership (JWP) for Transformation, chaired by the Strategic Director of Transformation and Change;
- Ongoing work will continue with Trade Union and management colleagues in how we approach this piece of work, the design and content of the documents, along with the Head of Portfolio Office, Corporate Centre of Operations (CCO) Programme and the Workforce Delivery Project within People and Organisational Development, HR&OD.