

PLYMOUTH CITY COUNCIL

Subject: Progress report – Delt – Trade Union Recognition Agreement
Committee: Place and Corporate Overview Scrutiny Committee
Date: 7th March 2018
Cabinet Member: Councillor Darcy
CMT Member: Andrew Hardingham (Interim Joint Strategic Director – Transformation and Change)
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Ref:
Key Decision: No
Part: I

Status update:

At time of writing final corrections are being made to the text of a recognition agreement, the contents of which have been confirmed by both Delt management and regional representatives of the 3 recognised Trade Unions (Unite, GMB and Unison). When this report is discussed at the Scrutiny Committee it is anticipated that the process of consultation with Lead Representatives of the Trade Unions and Delt staff will be beginning, this process is planned to conclude by the 19th March. On the 19th March a final meeting is scheduled between Delt and the Regional Representatives of the Trade Unions to sign off on the agreement, subject to consultation findings. The recognition agreement will take effect immediately upon signing.

The proposed agreement is a bespoke arrangement required to meet the needs of Delt's existing staff and new staff to join Delt as it expands. It has been developed with both parties having invested good will and made considerable concessions to ensure the interests of existing and new staff to Delt are protected. The agreement has been designed to demonstrate the value that Trade Unions can bring to Delt and their staff and so to encourage Delt staff to join a union. It ensures that whether staff are a member or not of a Trade Union they will have voice on key decisions effecting their employment in the company, and a say in who represents them on these matters. The proposed agreement is an innovative arrangement consistent with the culture and track record that Delt has established.

Please note: in order to respect the integrity of the consultation process underway at the time of this meeting, it will not be possible to share in public specifics on the structure of the proposed recognition arrangements.