

**IMPLEMENTATION EXECUTIVE
10 DECEMBER 2008**

TRADE UNION TIME OFF AND FACILITIES AGREEMENT

Executive Summary

The three recognised Trade Unions within the five Wiltshire authorities (Unison, GMB and Unite) are seeking an agreement on time off and facilities to apply within the new Wiltshire Council. This paper sets out:

- the statutory requirements;
- the existing arrangements;
- commentary upon some of the key elements in the Trade Union request; and
- possible options.

Proposal

That the Implementation Executive

a) determine whether

- i. to agree the time off as requested by the Trade Unions; or
- ii. to agree in principle to an agreement for reasonable paid time off but to authorise further negotiations within the Joint Consultative Committee with a view to reducing the amount of time off sought to a more operationally viable and financially affordable level.

b) determine whether

- i. to provide the accommodation sought by the Trade Unions, and, if so whether there should be separate provision for each Trade Union or common provision shared by all three; or
- ii. to agree in principle that accommodation be provided but to authorise further negotiations within the Joint Consultative Committee on the precise amount/ type of accommodation to be provided to and between the Trade Unions.

c) determine the financial arrangements to apply to whatever accommodation is provided.

d) determine whether

- i. to agree to the establishment of a Members Forum within the new Council on the terms of reference and membership proposed; or

ii. to agree that there should be such a forum within the new Council but to leave the determination of the terms of reference, membership and operating method to the new Council; or

iii. to leave the establishment of any such forum to the new Council.

e) approve that any agreement will be reviewed by no later than 31 March 2011 for the reasons outlined in paragraph 30 of the report.

Reason for Proposal

That the Implementation Executive consider the request from the Trade Unions for an agreement on Time Off and Facilities for Trade Union Representatives to apply in Wiltshire Council.

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