



## GENERAL PURPOSES COMMITTEE REPORT

<b>Report Title</b>	Craft Terms and Conditions Project Update
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**AGENDA STATUS: PUBLIC**

<b>Committee Meeting Date:</b>	22/10/2013
<b>Policy Document:</b>	No
<b>Directorate:</b>	Housing
<b>Accountable Cabinet Member:</b>	Councillor Markham

### 1. Purpose

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1.1 It was agreed at General Purposes Committee on 9 July 2013 that the Committee be updated about the change of conditions to the Craft workforce which was approved by the Committee on the 26th March 2013.

### 2. Recommendations

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2.1 That the Committee notes the report.

### 3. Issues and Choices

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#### 3.1 Report Background

At General Purposes Committee on 26 March 2013, the following points regarding the Craft workforce were resolved:

1. That the proposals to change the conditions of the existing Craft workforce to the NBC conditions of service to employees of the Council covered the Joint Negotiating Committee for Local Authority Craft and Associated Employees (Red Book) be approved and adopted.
2. That the power to take any direct or indirect actions required to implement the revised terms and conditions and any other issues arising from this report be delegated to the Chief Executive as the Council's Head of Paid Service.

3. That the pay protection arrangements of one year, to run from 1 May 2013 until 30 April 2014, be approved and adopted.

### **3.2 Update**

- 3.2.1 As there was non-agreement with the Trade Unions, the proposals were presented to the Craft Workforce. This duly occurred and 25 out of a workforce of 69 accepted the terms and conditions.
- 3.2.2 The remainder were dismissed and re-engaged on the revised terms and conditions with an effective start date of 1 August 2013. All of those employees who were dismissed and re-engaged continued to work beyond 1 August 2013 on the revised terms and conditions.
- 3.2.3 The Interim Property Maintenance Manager has, via a series of designation appeals ensured that those who are eligible for the Multi Task grades have been designated as such. Training plans have been implemented for those who have development needs and there are robust records for all staff to document their level of training/experience. This will continue to be built upon in order to develop a multi task workforce.

### **4.1 Other Implications**

- 4.1.1 Implications/choices were considered by the Committee on 26 March 2013, the actions carried out have been as per the report provided at the time therefore there are no further implications to consider at this stage.

## **5. Background Papers**

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- 5.1 General Purposes Committee Report – Revised Terms and Conditions of Service for Craft Employees 26 March 2013, including the attached Terms and Conditions of Service – Craft Employees April 2013.

**Martin Cox, Head of People, LGSS**