

Item No. 6 Review of Staff Terms & Conditions of Employment

Appendix 8 – Update of Consultation with Unions on Collective Agreement as of 22.3.16

As per section 3.8 of the Terms & Conditions Review report this update confirms that we have reached collective agreement with Unison and GMB on all Year 1 proposals. With reference to section 8.5 of the report, the agreement reached for Essential Car User Allowance is as follows:

- WDC Management have agreed a 'buy out', as specified below, of Essential Car User Allowance to recompense those currently receiving it. This is subject to confirmation at Employment Committee, Executive (6th April), and agreement of individuals to use their car on WDC business.
 - Two years full ECUA will be paid subject to the following arrangements:
 - **Year 1** (Following 12 weeks' notice from agreement at Employment Committee), 3 monthly payments in April, May and June, as normal, followed by a lump sum payment of equivalent to 9 months of current ECUA, to be paid in July 2016, with clause for claw back on a pro-rata basis if staff leave the organisation during the year.
 - **Year 2** - 1 Year equivalent 100% lump sum payment in April 2017 of current ECUA paid, with clause for a claw back on pro-rata basis if staff leave the organisation during the year.

The timeline for implementation will now be as detailed in section 7.4.2 of this report.