

Title: Amendment to Agreement Relating to Joint Negotiation,  
Consultation and Communication

Lead Officer: Tracy Dolphin [tracy.dolphin@warwickdc.gov.uk](mailto:tracy.dolphin@warwickdc.gov.uk)

Portfolio Holder: Councillor Jody Tracey

Wards of the District directly affected: None

<b>Approvals required</b>	<b>Date</b>	<b>Name</b>
<b>Portfolio Holder</b>	20.2.23	Jody Tracey
<b>Finance</b>	20.2.23	Andrew Rollins
<b>Legal Services</b>		-
<b>Programme Director for Climate Change</b>	20.2.23	Dave Barber
<b>Chief Executive</b>	20.2.23	Chris Elliott
<b>Head of Service(s)</b>	20.2.23	Tracy Dolphin
<b>Section 151 Officer</b>	20.2.23	Andrew Rollins
<b>Monitoring Officer</b>	20.2.23	Andrew Jones
<b>Leadership Co-ordination Group</b>		
<b>Final decision by this Committee or rec to another Cttee / Council?</b>	Yes	
<b>Contrary to Policy / Budget framework?</b>	No	
<b>Does this report contain exempt info/Confidential? If so, which paragraph(s)?</b>	No	
<b>Does this report relate to a key decision (referred to in the Cabinet Forward Plan)?</b>	No	
<b>Accessibility Checked?</b>	Yes	

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## Summary

The report summarises an update to the Agreement Relating to Joint Negotiation, Consultation and Communication agreed between WDC and WDC Branch of Unison.

## Recommendations

- (1) That Employment Committee approve the updated agreement as set out in Appendix 1 and agreed with Unison.
- (2) That Employment Committee recommends to Council the proposal to cease to recognise, negotiate or consult with GMB Union on all matters within s178(2) Trade Union and Labour Relations (Consolidation) Act 1992 TULR(C)A '92.

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## 1 Reasons for the Recommendations

- 1.1 Further to a review of the Agreement Relating to Joint Negotiation, Consultation and Communication with Unison it was identified that changes to the agreement were required which included: the number of representatives from Unison to equal that of members from each recognised political groups; deletion of reference to GMB (as recommended in (2)). Inclusion of Deputy Chief Executive or 'nominated representative'; deleted reference to 'all employees' as part of the consultation process but included for statutory purposes on page 9; deleted timetable, which was out of date, but to include 'timetable to be agreed with UNISON'.
- 1.2 It is believed that the Managerial and Professional Officers Union (MPO) was recognised, by Warwick District Council, for collective bargaining purposes in the late 80's. Since that time, it merged with the GMB, becoming GMB/MPO, and subsequently was rebranded as GMB. WDC's Time off For Trade Union Activities and Joint Consultation Agreement both make reference to Unison and GMB/MPO.

Therefore, a relationship was inherited with the GMB Union. Over recent years no member of WDC staff has undertaken the role of GMB Secretary and communication has taken place with the regional office. Invitations and papers of the MTU are sent but not responded to. WDC is not aware of any current GMB members and as subscriptions are not made through payroll, but via direct debit, it is not possible to quantify numbers.

Therefore, in order to prioritise and streamline consultation and communication with Unison, Warwick District Council's other recognised union it is proposed to derecognise GMB.

A letter was sent to the GMB Regional Secretary advising of the proposal to derecognise the union, but a response has not been received within the requested one-month period. During subsequent correspondence no reason was given by the GMB as to why the Council should not proceed with the de-recognition.

## **2 Alternative Options**

- 2.1 The Council could choose not to revise the agreement but this would not assist officers to further develop constructive engagement within the scope of the agreement with Unison and supporting committees/groups.

## **3 Legal Implications**

- 3.1 Legal process for removal of GMB as recommended in this report has been adhered to.

## **4 Financial**

- 4.1 None

## **5 Business Strategy**

- 5.1 Warwick District Council has adopted a Business Strategy which sets out key areas for service delivery. This report contributes to the delivery of these strategic aims by providing the process for effective consultation for organisational planning and policies.

## **6 Environmental/Climate Change Implications**

- 6.1 No implications.

## **7 Analysis of the effects on Equality**

- 7.1 The proposals support the Council's commitment to Equalities, Diversity and Inclusion within the Council.

## **8 Data Protection**

- 8.1 There are no employee data protection implications of this proposal.

## **9 Health and Wellbeing**

- 9.1 The proposals support the Council's commitment to Health and Well-being within the Council.

## **10 Risk Assessment**

- 10.1 The risk of not implementing these proposals will impact on the agreed approach to consultation within the Council.

## **11 Consultation**

- 11.1 Consultation with Unison has taken place with no objections.

- 11.2 Further communication with staff will follow Employment Committee.

### **Background papers:**

None

### **Supporting documents:**

None