

APPENDIX C (CFO/155/10)

Industrial Relations Framework		Historical Summary	Current Status/Latest Action
Issue No MFRS Officer Consultation Start Date Proposed Consultation End Date Consultation Concluded	<p>42</p> <p>Mike Cummins</p> <p>13 Aug 10</p> <p>24 Sep 10</p>	<p>Mike Hagen (A/CFO) wrote to Rep Bodies on 04 Aug 10 inviting them to attend a pre-meeting of the CNP on the 13 Aug 10 to discuss the content of his report to CNP detailing a proposed Industrial Relations Framework and revised Terms of Reference for CNP. All Rep Bodies were provided with a copy of the report including the draft revised Terms of Reference. The pre-meeting of CNP and the subsequent meeting was attended by reps from the FBU, UNISON & UNITE. These reps also attended the CNP meeting along with reps from FOA.</p> <hr/> <p>Consultation opened with the FBU on 16 Aug 10. On 26 Aug 10 FBU provided proposed revisions to the Industrial Relations Framework report (version 2). Consultation Manager responded to the FBU on the 01 Sep 10 providing a third iteration of the report (version3) for FBU comment.</p> <p>Consultation Manager provided FBU with version 4 of Industrial Relations Framework on 02 Sep 10.</p> <hr/> <p>Consultation Manager emailed UNITE on 20 Aug 10 and followed this up with a letter on the 26 Aug 10 requesting a consultation meeting. A meeting took place between Edward Searle (UNITE Rep) and Consultation Manager on 31 Aug 10 at which the draft Industrial Relations Framework document was discussed. On the 01 Sep 10 the Consultation Manager furnished UNITE with version 2 and 3 of the Industrial Relations Framework report amended following consultation with the FBU.</p> <p>The 2 keys issues for UNITE are:</p> <ol style="list-style-type: none"> 1. UNITE did not offer any amendments to the Industrial Relations Framework but asked to be kept informed of any changes to the report. 2. UNITE take the position that reports submitted to the CNP regarding consultation and negotiation matters should be agreed joint reports. <p>UNITE provided with version 4 of Industrial Relations Framework document on 02 Sep 10 and invited to comment.</p> <p>On 02 Sep 10 Consultation Manager emailed UNITE requesting confirmation that his summary of their position was accurate.</p>	<p>Consultation to conclude on the 24 Sep 10 and the outcome reported to the CNP meeting of 13 Oct 10.</p> <hr/> <p>Awaiting FBU response to version 3 and 4 of the Industrial Relations Framework report provided to the FBU by Consultation Manager on 01 Sep 10 and 02 Sep 10.</p> <hr/> <p>UNITE to be kept informed of any further amendments to the Industrial Relations Framework agreed with other Rep Bodies.</p> <p>Consultation Manager to formally respond to point 2.</p> <p>Awaiting response to email of 02 Sep 10 requesting confirmation of position.</p>

		<p>Consultation Manager wrote to the GMB on the 26 Aug 10 providing a further copy of the Industrial Relations Framework report and draft revised Terms of Reference for the Consultation & Negotiation Panel (CNP) and requesting a consultation meeting.</p> <p>GMB provided with version 4 of Industrial Relations Framework document on 02 Sep 10 and invited to comment.</p> <p>On 02 Sep 10 Consultation Manager wrote to GMB requesting confirmation that his summary of their position was accurate.</p> <hr/> <p>Consultation Manager emailed UNISON rep (Mark Jackson) on 20 Aug 10 requesting consultation meeting which took place on 01 Sep 10. The 3 key issues for UNISON are:</p> <ol style="list-style-type: none"> 1. UNISON take the position that reports submitted to the CNP regarding consultation and negotiation matters should be agreed joint reports. 2. Requested clarification of the position with Rep Body representatives attending CNP meetings. Specifically will they be allowed to address Members regarding reports in which they have an interest? 3. UNISON takes the view that there is a fundamental disparity between the capacity of the Authority/FBU and that of UNISON to deal effectively with industrial relations matters as the Authority funds FBU posts and employs an Industrial Relations Manager. UNISON takes the view that the same facilities should be extended to UNISON to foster a fairer industrial relations playing field. <p>UNISON provided with version 4 of Industrial Relations Framework document on 02 Sep 10 and invited to comment. UNISON responded on 02 Sep 10 but expressed no further views on the specific content of the industrial relations framework paper at this time.</p> <p>On 02 Sep 10 Consultation Manager emailed UNISON requesting confirmation that his summary of their position was accurate. UNISON responded on the 02 Sep 10 to clarify their position which was amended accordingly in the consultation status report. Consultation Manager met with</p>	<p>Awaiting response from GMB to Consultation Manager offer of consultation meeting detailed in his letter of 26 Aug 10.</p> <p>Consultation Manager to formally respond to point 2.</p> <p>Awaiting response to letter of 02 Sep 10 requesting confirmation of GMB position.</p> <hr/> <p>Consultation Manager made it clear that point 3 is outside the scope of the current consultation and will therefore be tabled as an agenda item for a future meeting between UNISON and Mike Hagen (DCFO).</p> <p>Consultation Manager to formally respond to points 1 and 2.</p>
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