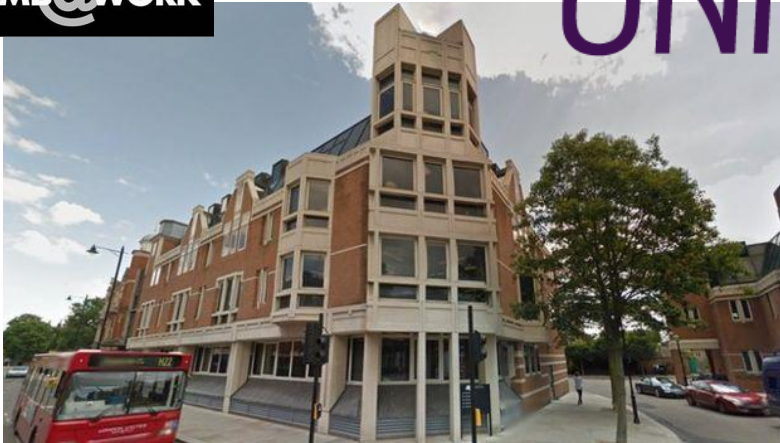


Richmond & Wandsworth

Update on Shared Staffing Arrangement Negotiations



**A union has said it is concerned plans for two London councils to merge could lead to "massive job losses".
BBC 24 January 2015**

Richmond & Wandsworth Update on Shared Staffing Arrangement Negotiations

- We recognise that cuts to services have been forced upon the council by central government's austerity programme.
- **Unison is committed to negotiating shared services to maintain local government jobs in the public sector as an alternative to outsourcing (privatisation). Hounslow council has just announced they will be outsourcing the majority of its back office services!**
- Job losses are still a major concern.
- **We are committed to protect if not to enhance terms and conditions for all staff.**
- Based on our negotiations and what we know are your major concerns, our presentation will indicate a) the proposals (Appendix7); b) our concerns; c) current position

Annual Leave



Management Proposal –

Blanket 31 days for all staff

In Richmond, holiday entitlement increases the longer staff are employed,

Union Consultation –

Staff accrued 32 Days would lose 1 day

our concerns are for those staff who have accrued 32 days

Current position –

Staff who have more will be protected

Incremental Pay

Management Proposal –

Merit based system for all staff Richmond staff receive increments up their pay grade according to length of service. This is a fair and equitable system that rewards loyalty and commitment to the council



Union Consultation – Its fairly administered with a preference for Richmond auto annual progression

Wandsworth's incremental pay system is based on merit and how staff score at appraisal. We fear that favouritism, team relationships and periods of sickness may affect appraisal score.

Current – Pay progression and grades to be adopted with moderation available more work needs to

be done on this as the devil is in the detail

Performance Related Pay

Management Proposal – Clear criteria

- 2.5% below PO7
- PO7 and above 6%



Union Consultation – Administration and different rates for senior staff

Richmond does not have a PRP scheme.

Wandsworth have had many different schemes, only recently extended to all staff. We feel the scheme would be divisive, overly competitive and expensive to administer

Current position –

- Target setting and managers decisions are fair, transparent
- Management moderation
- A thorough review to be undertaken and further consultation

Pay Protection



Management Proposal – 1 year pay protection

Union Consultation – Acceptable terms

Current position–

- **Extended to staff who take a position 1 grade below their current position where no suitable alternative or redeployment options apply**

London Allowances

Management Proposal – To be determined as to where the staff member works

Inner London/Outer London Weighting will be retained by existing staff until 2019. If LBRuT staff relocate permanently to Wandsworth they would receive Inner London Weighting. However, it's not clear whether Wandsworth staff moving to Richmond will retain their Inner London payment



Union Consultation – We have many concerns A situation may arise where staff at Richmond receiving Outer London payment will be working alongside Wandsworth colleagues on Inner London payment.

Current position –staff will continue to receive Inner and Outer London Weighting dependent on where one is based

Voluntary Overtime

Management Proposal – Wandsworth scheme

Richmond pays 1.5; Wandsworth pays 1.25



Union Consultation – Concerned about poorly paid staff e.g. Depot & Libraries despite a commitment to pay protection and pay stability, there is no such guarantee that Richmond staff will continue to receive the more generous payment for voluntary overtime, but it is intended that a pay stability clause should protect staff affected by this. However the detail is yet to be worked out so we are uncertain about this.

Current position– More consultations required

Commuting expenses – Shared Staffing



Management Proposal – No Additional commuting expenses paid

Union Consultation – These expenses should be paid

Current position – Staff changing to new “place of work” to be eligible to be considered for one off payment

Sickness Policy

Management Proposal – Move to Wandsworth

scheme – operates ‘absence management triggers’ First Stage Absence Review - **Short term absence:** defined as absence from work for a total of 9 or more full time equivalent days or 3 or more occasions of any length within a rolling period of 12 months. **Long term absence:** defined as when an employee has been or is expected to be absent from work for 4 working weeks or more in one or more episodes, within a rolling period of 12 months

Union Consultation – Unions opposed to salary

reduction Richmond policy compares favourably with other London boroughs, although Wandsworth’s figures are slightly better. Policy felt to be punitive and although there are exceptions , eg those staff covered by the Equality Act 2010, there needs to be more discussion before it is implemented.

Current position – Further discussions required



Conclusion

Positive concessions have been made which will benefit Richmond staff

The Unions will continue discussions but we need YOUR views

