

<b>MEETING:</b>	<b>SCHOOLS FORUM</b>
<b>DATE:</b>	<b>19<sup>TH</sup> APRIL 2010</b>
<b>TITLE OF REPORT:</b>	<b>TRADE UNION FACILITIES BUDGET – UPDATE REPORT</b>
<b>OFFICER:</b>	<b>HUMAN RESOURCES MANAGER</b>

**CLASSIFICATION:** Open

### **Wards Affected**

County-wide

### **Purpose**

The purpose of this report is to provide an update on the Trade Union facilities budget in terms of the mechanism to better control the trade union facilities budget. The report is provided for Schools Forum to note.

### **Key Decision**

This is not a Key Decision.

### **Key Points Summary**

- Teacher trade union trade union facilities spend is £65,814 for Period 13
- Budget overspend was due to a number of factors
- Under the current climate of financial pressure it is imperative that budgets are balanced. Two options 1) less activity or 2) more money allocated from DSG
- A number of actions have been undertaken in order to alleviate the current budgetary pressure of the Trade Union Budget for schools
- A full review of the Trade Union Facilities Agreement is currently underway

### **Alternative Options**

N/A

### **Reasons for Recommendations**

N/A

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Further information on the subject of this report is available from  
Mel Ganderton, HR Manager - CYPD on (01432) 260934

## Introduction and Background

1 A previous report was provided for Schools Forum Budget Working Group on the Trade union Facilities Budget for schools. As a result of the overspend of the TU budget for schools Schools Forum asked for a number of actions to be undertaken in relation to ensuring better budgetary control. Schools Forum gave the directive that the TU budget for schools should only fund TU facility activity with a direct benefit to schools, and therefore other corporate activity, and other facility activity should be funded from the other more appropriate budgets. It was recognised that the TU facilities budget has historically funded different facility activity other than consultation, schools policy work, and casework for schools. The actions from Schools Forum included the following:

- Corporate Policy development / Corporate Workshops to be funded from a Corporate HR budget
- WAMG meetings to be funded from a Workforce Development budget
- Health & Safety activity to be funded from Health & Safety
- Union Learning Rep facility funded from another central budget
- Full review of Trade Union Facility time with reference to consultation framework

In addition, Schools Forum requested that a better system be introduced in order to monitor the budget in the future, and to also ensure that trade union facility time is used appropriately. It was confirmed that the review of Trade Union Facilities across the Council would include a review of the voucher system and a mechanism to ensure better budgetary control.

### Update

#### Corporate Policy Development / Corporate Workshops

In terms of update corporate policy development / corporate workshops will now be funded by the Corporate TU facilities budget. Adrian Chard, HR Manager Employee Relations is also investigating refunding the cost of corporate TU work for 09/10. Once the value is determined the amount will be credited to the Trade Union Facilities budget for schools.

#### WAMG

All WAMG activity is now funded directly from Training and Development, and is managed by Sharron Goode. Sharron has developed a separate voucher system, and is monitoring the spend directly. The budget for this activity has been set at £10k.

#### Health & Safety

Health & Safety meetings will be funded directly from Health & Safety. Andrew Rewell is currently developing a separate arrangement for H&S facility time, and this is to be discussed with union reps in due course.

#### Union Learning Representative Time

There is no identified budget either corporately or within CYPD in order to fund this activity. It must however be recognised that facilities time for Union Learning Representatives as this is statutory requirement, and therefore funding must be allocated for this activity. It is not an option to stop all funding for Union Learning Representative activity. Consideration must be

given to whether money should be allocated from DSG and a CYPD budget in order to jointly to fund this activity. One option could be to agree a funding split of 50:50 between CYPD and DSG, and this would be capped at the agreed level. This will require further discussion, and agreement in conjunction with the wider Trade Union Facilities Time Agreement. (See below)

### Trade Union Facilities Agreement – Review

Adrian Chard, HR Manager – Employee Relations is currently undertaking the review of Trade Union Facilities arrangements across the Council. This includes arrangements for all Teacher Trade Unions, Unison and GMB. This review is not yet complete, but it is intended that the review will be complete by mid-May for discussion and consultation with Trade Union representatives. The review has taken longer than anticipated, largely due to the need to conduct a full review of funding and monitoring arrangements and also linking it to the review of Consultation and Negotiation arrangements across the Council and PCT.

The Trade Union Facilities Agreement is scheduled to be presented at Schools Forum in July.

## **Key Considerations**

- 2 The report is for update only. A further discussion paper on the Trade Union Facilities Agreement will be brought to Schools Forum in July, following the review that is currently being undertaken.

## **Community Impact**

- 3 None

## **Financial Implications**

- 4 None

## **Legal Implications**

- 5 None

## **Risk Management**

- 6 Risk will be determined through the Trade Union Facilities Agreement review.

## **Consultees**

- 7 None

## **Appendices**

- 8 None

## **Background Papers**

None identified