

Annual Trade Union Liaison Update (November 2023)

Date of Meeting	Agenda Item	Union Meeting Discussion Points/Agreements
27th October 2022	Pay Grade Review Update.	<p>Alliance Council members have approved the implementation of the new pay grade following a period of consultation with the workforce.</p> <p>Agreed - consultation with the workforce would take place.</p>
	Car Milage Rates	Agreed - to increase mileage rates from 40.9 pence per mile to HMRC rate of 45 pence per mile for essential users. Adopt new mileages rates for motorbikes (24 pence per mile) and bicycles (20 pence per mile).
	Out of Hours Call-out Payments (High Peak Borough Council)	Agreed - out of hours call-out payments would be dealt with separately and not covered at the union meeting.
	TUPE – Wildlife Trust (Staffordshire Moorlands District Council)	TUPE of one member of staff to Staffordshire Wildlife Trust will take place on 1 st November 2022. Consultation has occurred in line with Transfer of Undertakings Regulations (TUPE).

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31st January 2023 (re-arranged to 2nd March 2023)	Pay Grade Review Completion	<p>New pay grade consultation is complete and new pay grade would be implemented from 1st April 2022.</p> <p>Agreed– pay comparison exercise for all job roles to be completed. A framework to do this exercise was agreed with unions on 1/3/2023.</p>
	Job Evaluation Requests Emanating from Pay Grade Review.	Agreed – to develop a process to address requests for re-evaluation.
	Out of Hours Call-out Payments (High Peak Borough Council)	Confirmed it was agreed at the union meeting on 27/10/2022 out of hours call-out payments would be dealt with separately.
	TUPE – N-Able (Disabled Grants)	The current external contract for disabled adaptations expires on 31 st March 2023. Staff are employed by external employer and will TUPE transfer to Alliance Norse with effect from 1.4.2023.
	Agile Working Review	<p>When the agile working policy was implemented (collectively agreed in January 2022) it was agreed periodic reviews of the policy would take place. The review will take place following pending internal audit of agile working.</p> <p>Agreed – finding of review and audit to be fed back to union colleagues when completed.</p>

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27th July 2023	Agile Working Review Update	<p>Internal audit is completed. Head of Service were tasked to review agile working patterns in their service area.</p> <p>Agreed – to feedback back Heads of Service review to next union meeting.</p> <p>Agreed – to review contractual bases following agile working as service area “Hub” locations no longer work. This review is pending.</p>
	Pay Grade Comparison Exercise	<p>Pay grade comparison exercise is underway.</p> <p>Agreed – a detailed report will be presented to next union meeting.</p>
	Staff Survey Launch	<p>Staff survey to be launched. Results analysed by external HR service (Camburg).</p>
	Appraisals System Launch	<p>Launch new appraisal system from October 2023.</p> <p>Agreed– shared new approach with union colleagues before new appraisal system implemented.</p>

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26th October 2023	Staff Survey Launch	High level staff survey results were presented. Agreed - to share full results with union colleagues when available.
	Pay Grade Comparison Exercise Update	Agreed - to share full results with union colleagues when available.
	Policy and Procedure Review	Full review of Human Resources Policies and Procedures. Decision. Agreed - To arrange a separate meeting with union colleagues to agree a time-line for implementation. This meeting has been arranged.
	Agile Working Review Update	Agile working policy review is complete and internal audit recommendations addressed.