



Haringey Council

Agenda item:

General Purposes Committee on 3 December 2007

Report Title: A Review of Trade Union Time-Off and Facilities Arrangements – Teaching Unions and Associations

Report of: The Director of the Children and Young People's Service

Wards(s) affected: none

Report for: Decision

1. Purpose

To provide information on the current facilities time arrangements afforded to Teaching Unions and Associations.

Trade union time off arrangements for Support Staff in schools, have been the subject of separate review which led to changes being agreed by the General Purpose Committee on 2 March 2006.

2. Introduction by Cabinet Member (if necessary)

2.1 I recommend that a review is conducted and the implementation delegated to myself as Cabinet Member for Children and Young People in consultation with the Chair of the General Purposes Committee. This will enable adequate notice to be given if reductions are proposed.

3. Recommendations

3.1 That a review should be conducted to enable implementation of any changes for the new financial year in April 2008.

3.2 That Members agree to delegate implementation to the Cabinet Member for Children and Young People in consultation with the Chair of the GP.

Report Authorised by:

Sharon Shoemith

Director

The Children and Young People's Service

Contact Officer: Carmelina Tona, Head of Schools' Personnel, 0208 489 3259

4. Director of Finance Comments

4.1 The Director of Corporate Finance has been consulted in completing this report and comments that the proposed review is anticipated to result in savings. This will also ensure that the savings target for 2008-9 for the service is achieved.

5. Head of Legal Services Comments

5.1 The Head of Legal Services has been consulted on the content of this report. The outcome of the review should comply with the statutory framework referred to in paragraphs 9.1 and 9.2 of the report.

6. Local Government (Access to Information) Act 1985

6.1 N/A

6.2 N/A

7. Financial Implications

7.1 It is anticipated that there will be a saving from the Trade Union Facilities budget for the year 2008/9.

8. Legal Implications

8.1 Sections 168 and 169 of the Trade Union and Labour Relations (Consolidation) Act 1992 provide that union officials have the statutory right to reasonable paid time off to carry out union duties and to undertake training. The union duties to which this right applies are set out in the 1992 Act and include a range of collective bargaining and representation matters for which the union is recognised and the receipt of information and consultation concerning TUPE and redundancy matters. The determination of what constitutes reasonable time by a local government employer should take into account the need for the authority to carry out its functions and its fiduciary responsibility in relation to its council tax payers as well as the requirements for the union duties to be undertaken.

8.2 Since March 2005 employees undertaking the roles of either negotiating representatives or information and consultation representatives, within the meaning of the Information and Consultation of Employees Regulations 2004, have been entitled to reasonable time off during working hours to perform their functions. The scope of the regulations encompasses the whole of the Council's workforce.

9. Equalities Implications

9.1 The recommendations are compliant with the Council's equal opportunities policies.

10. Consultation

10.1 The Secretary of the Haringey Teachers Panel will be informed of the intended review as well as the Regional Office of the NUT. Once the outcome of the review is known all the relevant unions/associations will be consulted as to any proposed changes.

11. Background

11.1 Part of the Council's HR Strategy recognises the need to have effective engagement and consultation with staff on matters that affect them.

11.2 Teaching trade unions/associations are granted the following levels of time off at present.

Union/Association	FTE
National Union of Teachers (NUT)	2
Association of Teachers and Lecturers (ATL)	0.20
Association of College and School Lecturers (ASCL - formally SHA)	0.10
National Association of Head Teachers (NAHT)	0.10
National Association of Schoolmasters and Union of Women Teachers (NASUWT)	0.10

11.3 In addition to the above schools have local stewards responsible for Union publicity and convening local meetings.

11.4 It is anticipated that benchmarking with other London boroughs will highlight that Haringey is more generous in giving trade union time off than most other London boroughs.

11.5 We are particularly generous in giving time off to the NUT. At present we allow time off for 2 full time equivalent officials for the NUT. One of the officials is the Branch Secretary and the other is a member of the National Executive for the NUT. The allocation for the ATL is also generous compare to the other smaller unions / associations i.e. 1 day a week (20%).

12. Conclusion

12.1 A review of teaching trades union facilities time is appropriate to reflect developments since the current arrangements were set and to identify if savings from this budget can contribute to the director's target for PBPR savings.

12.2 Due to the council's budget cycle, implementation of such a review would need to be agreed before the next available GP Committee. For this reason we propose that the decision on implementation should be delegated to the Cabinet Member for Children and Young People in consultation with the Chair of the General Purposes Committee.