

## **Collective Agreement**

### **1. Principles**

The principles under which this collective agreement have been negotiated and agreed are summarised below in the form of joint commitments:-

- (a) To ensure resilience in standby for statutory and non-statutory services
- (b) To monitor the agreement to ensure it remains fit for purpose
- (c) There will be no variation from this or earlier local collective agreements without proper discussion and negotiation with the recognised trade unions

### **2. Parties to the Agreement**

The parties to this collective agreement are Neath Port Talbot County Borough Council and the recognised trade unions, UNISON, GMB and UNITE

### **3. Employees covered by the agreement**

The employees covered by the agreement are those employed under the NJC for Local Government Services, National Agreement of Pay and Conditions of Service (Green Book).

### **4. The effect of the Collective Agreement**

The contract of employment of each employee covered by this agreement has a clause (contained within the Statement of Particulars of Employment) that in simple terms says "any amendments to your terms and conditions will be notified to you by giving appropriate notice, or by collective agreement through recognised trade unions".

The parties to this Agreement intend that the revised standby rate to £1.52 per hour will be incorporated into the employees' terms and conditions of employment by virtue of this clause from **1<sup>st</sup> December 2019**.

### **5. Implementation**

The implementation date for the payment of the revised standby rate of £1.52 per hour is 1<sup>st</sup> December 2019.

Service areas will determine when a new post is created or a post becomes vacant whether there is a need for standby to be contractual for this post. If there is a need for contractual standby, this will be included in the recruitment documentation and the contract of employment.

The implementation of the change to the contractual position whereby standby becomes contractual for existing employees, will be following a robust Business

Case being provided by the service manager. Following this the contractual change will be made in line with the Council's Management of Change in Partnership Policy and Procedure.


**6. Commencement and Duration**

The provisions of this Agreement will have effect from 1<sup>st</sup> December 2019.

**7. Review**

This collective agreement can be reviewed by either party by giving one month's notice and a reasonable explanation for the need for the review.

Signed on behalf of the joint trade unions:

  
\_\_\_\_\_ Date: 5-12-19

On behalf of the Council

  
\_\_\_\_\_ Date: 9/12/19  
HEAD OF HUMAN RESOURCES