

**COLLECTIVE AGREEMENT between MEDWAY COUNCIL (the employer) and
RECOGNISED TRADE UNIONS – UNISON, UNITE, GMB (the unions)**

Withdrawal from National Agreements

1. Introduction

- 1.1 The collective agreement covers the withdrawal from the national agreements set out in the Green Book, and Pink Book for all staff. Pay awards for staff covered by the LNFA are linked to the Pink Book. The agreement excludes school based staff and Soulbury staff covered by the Blue Book.
- 1.2 The provisions of this agreement will be incorporated into individual contracts of employment by a letter of variation.

2. Agreement

- 2.1 It is agreed that individual contracts of employment will be varied from 31 March 2013 to state that:

“The amount of annual pay award will be determined by local collective bargaining and payable from 1 April each year if applicable.”

All other references to the national agreement will also be removed from the contract.

Medway Council agrees not to cut pay or terms and conditions for a period of 3 years from 1 April 2013. Terms and conditions include:

Pay
Working time
Annual leave
Maternity leave and maternity pay
Sick pay
Notice periods
Overtime payments
Weekend working
Night work
Split shifts
Lettings
Standby duty
Public and extra statutory holidays
Car allowances

- 2.3 Local pay arrangements will be introduced from 1 April 2013.
- 2.4 Changes in pay as a result of the implementation of the pay and grade review will be protected from 1 April 2014 at 100% in year 1, 100% in year 2 and 25% in year 3 after which time the normal pay protection arrangements will apply unless negotiated otherwise. Any changes in pay resulting from redeployment or change of post will be subject to the normal pay protection arrangements of 100% in year 1, 75% in year 2 and 25% in year 3.
- 2.5 A one off payment of £50 (pro rata for part-time staff) will be paid in April 2013 to permanent staff earning £21,519 and below (pro rata for part-time staff).
- 2.6 Nothing in this agreement will preclude the Council from undertaking further reorganisations in accordance with the Council's normal procedures.

3. Variations

Variations to this collective agreement can only be made through joint agreement with the employer and the unions.

Signed on behalf of

..... Employer Dated
..... UNISON Dated
..... GMB Dated
..... UNITE Dated