

Newcastle City Council: Employee Relations Framework & Trade Union Recognition Agreement

1. Introduction

Newcastle City Council fundamentally believes in the positive contribution of trade unions and recognises the important role they have in

- collective bargaining,
- developing and promoting good
 - employee relations,
 - [employee wellbeing](#)
 - communication,
 - consultation and
 - negotiation.

The Council and recognised trade unions share a common interest in ensuring the long term efficiency and success of the council and supporting the wider Newcastle family of schools, [including the efficiencies that result from a healthy workforce, both emotionally and physically](#).

The purpose of this ER Framework Agreement is to establish a robust framework between the council and the trade unions that encourages and supports the effective engagement of employees and their representatives at the earliest opportunity in influencing decisions that may affect employees and the residents of Newcastle upon Tyne.

In addition, we also recognise the important role that the trade unions play in the employment relationship within the wider community of schools and the role the council fulfils in the facilitation of centralised arrangements with the Schools' Forum and School Governing Bodies.

Although this recognition agreement does not apply to schools and academies (excluding Community and Maintained Nursery Schools where the Council is the employer) governing bodies / directors / trustees may wish to use some of the principles and provisions in this agreement when working with Trade Unions.

It is the council's responsibility to plan, organise and manage activities in order to deliver its strategic aims and objectives.

The council will do this in ways that are commensurate with current employment legislation and with meaningful and timely consultation and negotiation with recognised Trade Unions.

The council explicitly acknowledges the trade unions' responsibility to undertake collective bargaining and to represent the interests of their members who are employees covered by this ER Framework Agreement.

2. Recognition of Trade Unions

The Council voluntarily recognises a number of trade unions for consultative and negotiation purposes, particularly collective bargaining. [See original draft for detail](#)

the term 'union representative' is used and covers those representatives, employed by the council (or community of Newcastle Schools) and elected or appointed in accordance with the union rules to represent union members.

On an annual basis and as part of the council's budget planning process, the number of corporately funded Branch Union Representatives will be reviewed and agreed by the Assistant Director for Human Resources. [Are we happy with how this is calculated? Can it be increased at times of great change?](#)

The council recognises that should the membership change **or there is a requirement to review the levels of representation out-with the annual cycle**, ([what about where changes have been for years](#))

as has currently been happening?) then this decision will be discussed with the relevant Branch Secretary. The Schools' Forum will also review the schools based Trade Union facility time release on an annual basis.

In exceptional organisational circumstances, discussions will take place between the trade unions and the Assistant Director Human Resources and other relevant Assistant Director(s) regarding additional and temporary increases in TU facility time. [How temporary is temporary? Can a temporary arrangement that lasts years be agreed for circumstances such as the last few years?](#)

Any temporary additional facility time granted will be time limited and paid via the relevant business area or Directorate (unless agreed corporately as part of transformation funding). [Sorry, but –Eh?](#)

These facility time arrangements must be communicated to both the Assistant Director of Human Resources and relevant Branch Secretary at regular intervals to ensure this does not impact on corporate facility time release. [Eh?](#)

The level of corporate trade union facility time will be reviewed and agreed by the Assistant Director Human Resources on an annual basis, no later than 31 December each year to be effective from 1st April of each year in line with the traditional budgetary cycle.

At this time, a list of recognised workplace union representatives will also be provided to the Assistant Director Human Resources by the relevant Branch Secretaries. This information should be available no later than the 30th November each year.

3. Duties of Trade Union Representatives on Corporate Facility Time Release

Branch trade union representatives with Corporate or Directorate funded facility time are released from their substantive post within the council to participate in activities at a corporate, strategic and service level.

They will take responsibility for complex employee relations issues and case work including absence management, disciplinary and grievance cases and appeals and represent members in areas such as workforce reductions or restructures.

In addition, **workforce development and training will in some circumstances be covered by branch trade union duties and responsibilities.** [Hang on; is this saying that in return for facility time release UNISON will provide training? As a duty? At a time that managers alone make decisions on whether members can attend this training \(at least in care services it does\)](#)

Whilst on release, branch trade union representatives will be paid at their substantive grade. Those in receipt of Corporate funded facility time (or part thereof), will use the Zeus flexi scheme to record attendance at work and the Zeus operational bandwidths that reflect the relevant business areas in which the TU representatives work. With the exception of the teaching trade unions and Unite/UCATT, all trade union representatives in receipt of Corporate (or part thereof) facility time release will be based at the Civic Centre and will be expected to regularly clock in and out of Zeus from this location. During this time the Assistant Director Human Resources will assume full management responsibility for Branch Secretaries/TU Convenors on Corporate release (including approval of leave requests and sickness absence recording) and for the sickness management process, discipline, grievance and dignity at work issues that may arise for any and all branch union representatives following liaison with the relevant Branch Secretary.

The relevant Branch Secretary or TU Convenor will assume day to day supervisory responsibility for their respective branch representatives on Corporate facility time release (in accordance with the appropriate policies below):-

- timekeeping (via Zeus)
- annual and flexible leave requests (via Zeus)
- training and conference attendance
- DJC/CJC attendance
- Updated list of recognised workplace representatives

If during the tenure of the release agreement to the Branch, the representative's substantive work area is reorganised (including TUPE) or restructured, they shall be included in the consultation and any selection process undertaken where applicable. If the substantive post is deleted and the employee placed at risk of redundancy, the Assistant Director Human Resources and relevant Branch Secretary/TU Convenor will discuss the individual circumstances relating to the branch trade union representative and whether redeployment is appropriate at that particular time.

Role and responsibilities of Joint Secretaries

In the pursuance of effective and responsible employee relations, the council recognises that the designation of the role of Joint Secretary should be assigned nominally to both the Branch Secretary of the largest recognised trade union within the council (unless otherwise agreed by the joint trade unions in consultation with the Assistant Director – HR Services) and the Assistant Director – HR.

The role of the Joint Secretary is to facilitate constructive dialogue and where appropriate recommend solutions on matters relating to; trade disputes, collective disputes, individual grievances and matters of substance relating to the application and interpretation of council employment policy and practices. Specific responsibilities include the following, however this list is not exhaustive:-

Acting as a first point of reference in disputes relating to existing/previously agreed terms and conditions of employment

- Initial assessment of all council paid suspensions where these exceed 4 weeks**
- Initial point of contact on corporate matters relating to proposed changes to pay, terms and conditions of employment**
- Collective matters potentially impacting on all recognised trade unions/employees such as; strike action, civil emergencies, severe weather conditions, access to buildings/facilities.**
- Any other matters that may arise appertaining to the general employee relations climate of the Council or relationship with key partners e.g. Schools, YHN, NECA etc**

4. Education and Schools Trade Union Representatives

Input needed from schools

5. Paid time off for Trade Union duties, activities and training (Facility Time)

What about facilitated time?

Reasonable time off and facilities shall be granted for union representatives of the recognised trade unions to discharge their duties under this agreement and in line with Trade Union and Labour Relations (Consolidation) Act (TULR(C)A) (1992) and as subsequently amended.

The Council believes the main benefits from the use of facility time are:

- Provision of a ready-made structure for meaningful consultation and negotiation which saves money and reassures members that their views are valued in the decision-making process.
- Facilitation of partnership working with trade unions improves workplace relations and the reputation of an employer as 'a good place to work'.
- Earlier intervention in relation to complaints, grievances and disciplinarians, prevents escalation into more serious problems and saves organisations (and taxpayers) money by reducing the impact on staff productivity and possible legal costs.
- Better communication during restructuring and redundancy processes improves understanding of decisions, minimises negative impacts and potentially reduces the number of working days lost through industrial action.

The Council will recognise representatives in the following roles:

Branch Union Officers – elected by trade union membership to carry out leadership roles within the relevant trade union, and lead on employer / union negotiations

Directorate Convenors – elected by Shop Stewards to (in addition to their shop steward role)

- Chair shop steward meetings
- Attend workplace meetings, either at the request of the relevant shop steward or as directed by the branch
- support the relevant Shop Stewards, particularly with developing workplace issues
- offer advice on council policy to shop stewards
- represent individual casework issues relating to shop stewards either at the direct request of members and shop stewards themselves or as directed by the branch
- support and advise shop stewards on the rights of employees relating to contract,

Workplace union representatives (Shop Stewards) – elected by trade union membership to

- support members in the workplace at all times, particularly with issues that members feel uncomfortable raising with formal management structures
- be a point of contact between the membership and the wider union offering advice before formal procedures are implemented, for example, emerging sickness issues
- offer advice on council policy to members at all times and to direct members to branch leads as necessary
- represent individual casework issues either at the direct request of members themselves or as directed by the branch,
- support, advise and represent rights of employees relating to contract,
- discuss workplace issues with members, ideally as part of a team meeting

Health and Safety representatives – appointed by trade unions in council workplaces where the union is recognised, to discharge and advise in line with the statutory code on health and safety representatives

- **Liaise with shop stewards**
- **Liaise with ULRs to identify issues and organise workshops relating to health and safety**

Trade Union Learning Representatives – established by legislation and appointed by unions in workplaces to promote and enable training and learning.

This may include,

- **analysing learning or training needs;**
- **arranging, preparing and undergoing learning or training;**
- **promoting the value of training;**
- **consulting the council about carrying out any such activities;**

Trade Union Members – joining a union and adhering to their union rules of membership.

Can access UNISON in work time, and can seek

- The support and advice of their shop steward, using council facilities to do so, particularly where they are uncomfortable discussing this within formal management structures; they should not have to explain themselves to anyone other than the shop steward in order to do so, beyond explaining they are doing so and only where this is necessary in order to maintain operational requirements. Where possible, when members can make arrangements with their colleagues to meet operational need in order to meet with union representatives, they should be able to.

- A representative of choice, where their union offers a range of representatives; a manager should not be able to refuse a particular representative.
- The support of their branch, without further explanation to management structures and without that where possible, for
 - Advice
 - Support
 - Meetings with Branch officers at all levels at all times,
- Should be listened to by managers; outcomes in disciplinarys should not be preplanned by managers
- Sickness; they cause people to be under more pressure leading to increased sickness
 -
- Treated with dignity
- Regular opportunities to discuss workplace issues with their fellow members (at the conclusion of a team meeting where these occur or at a regular meeting where they do not); as directed by the Branch
- Attendance of DJCs as appropriate

Successful operation of trade union facility time depends upon both managers and trade unions applying a common sense approach to determine what is appropriate in the circumstances of their particular work area. **All trade union representatives must gain approval for time off from their work to carry out their duties and training and this should not be unreasonably refused by line management.** Where there are issues of confidentiality, and particularly where the member does not wish it to be known that they are meeting union representatives there should be no requirement to gain approval; where this cannot be done “under the radar” it should be sufficient for managers to be told that a member is meeting a Union representative. With regard to training, it is not for management to decide what is or isn’t appropriate for a trade union representative where the training is a recognised trade union training provider; this is a matter for the Branch. Nor should members be denied access to training of their choice if it is provided by their union, although there may be limits as set out in the Learning Agreement; training should not be denied where operational requirements can be met.

Each application for time off must be considered on merit and should include the purpose of the request ?? it should be sufficient, where the union is providing the training, to supply the dates and times of the training; decisions should be made on service provision grounds alone and not the content of the training (preserving any personal confidential information appertaining to members) and the timing and duration of the time required.

Management must consider the reasonableness of the request in relation to agreed time off already taken or proposed, and the impact of this request on the work area. Managers should seek to facilitate meetings between trade union representatives and their members where this forms part of the council’s formal consultation process or forms part of the staff engagement process.

Managers and union representatives should where possible jointly plan and manage time off for trade unions duties, activities and training including agreeing priorities, allowing flexibility on the scheduling of time off, and any cover arrangements necessary to assist in the workplace.

This agreement seeks to ensure that effective and timely communication with management takes place whilst the statutory rights of union representatives are met.

Managers should release (subject to operational requirements)* elected shop stewards to attend the following regular meetings:

- Monthly branch committee**
- Monthly shop stewards committee**
- Quarterly Directorate Joint Committees (DJC’s)**
 - **Workloads of union representatives should have their union duties taken into account, including the time to prepare for the above meetings and contribute to any**

policy development that the union is considering; it is recognised by members that time spent on such development is time well invested.

- **Where the meetings are planned well in advance there should be no reason why operational demands cannot be met, with managers allocating resources to allow attendance at these meetings**
- **DJCs should be planned well in advance to allow managers to make provision for shop stewards to attend. The council commits to prioritising these meetings and expects the relevant managers to attend, avoiding the need to rearrange the meetings at short notice; where there is a last minute change, the council commits to facilitating such cover as to allow the relevant shop stewards to attend and service need to still be met.**

Managers should also aim to facilitate discussions between elected shop stewards and members where the matters being discussed are of mutual interest such as;

- changes to working requirements or conditions,
- structural re-organisations,
- policy changes or staff consultation (excluding consultation on industrial action).
- Formal and informal sickness reviews; where appropriate, sickness hearings
- Workplace issues such as high workplace stress levels, particularly where it's reached the point of high stress related sickness levels

In addition to these formal arrangements the council recognises the informal support that shop stewards offer their members at times of change and their contribution to staff wellbeing: this will be recognised by managers facilitating a reduced workload for shop stewards; when it is necessary for shop stewards to take time off from their workplace in order for the union to fulfil its role, this will be negotiated by the branch and the relevant manager.

Managers should release (subject to operational requirements)* union members to attend the following:

Monthly branch committee, by invitation

Monthly shop stewards committee, by invitation

Quarterly Directorate Joint Committees (DJC's)

AGM's

General Meetings

Any requests from TU Branch Officers for further training (must be relevant to the level of responsibilities they hold within the Branch - **why is this even here?**) **and such issues are to be decided at Branch Committee.**

Where for example, there are changes in the subject or topics of negotiation or legislative change which affect employee relations between the council and the relevant trades unions, or attendance at national or regional conferences; prior approval for time off must be sought in writing from the Assistant Director HR or Lead Assistant Director – Education & Skills for teaching trade unions.

Branch Secretaries should aim to ensure there are appropriate cover arrangements in place within the Branch; any difficulties in achieving this must also be discussed in advance with the Assistant Director HR. Claims for time off for attending training, conferences or meetings should mirror existing guidance for council employees in such circumstances.

National or Regional Trade Union positions

If an accredited representative of one of the recognised trade unions is elected at a National or Regional level or to the executive body of a recognised trade union, time off will be subject to separate negotiation and agreement with the Assistant Director – HR Services or Lead Assistant Director – Education & Skills. Time in excess of 24 days per annum for these purposes will need explicit agreement between the Assistant Director Human Resources or Lead Assistant Director – Education &

Skills and the TU Representative concerned. Time off for the aforementioned reasons will not be unreasonably denied but must have **prior** approval. [Additional facility time equal to this agreed time will be made to the union involved to help with the cover arrangements above.](#)

Attendance at National or Regional conferences

Attendance at National or Regional conferences

Attendance at National Conference is agreed by the Assistant Director - Human Resource Services, in full time equivalence as Unison x 4, GMB x 2, other recognised trade unions x 1 each, and the council will consider granting reasonable unpaid (= paid) time off for additional representatives to attend where this is agreed in advance with the relevant Assistant Director and/or Head of Service and is subject to operational requirements. [Where sufficient notice is given \(to be defined\) so that staffing can be adjusted to meet operational requirements then this should not be denied. Where access to conference is denied then a full written explanation will be provided with details of staffing levels and what efforts were made to meet operational requirements.](#)

Paid time off will not be granted for any trade union activities which in themselves consist of industrial action or pursuance of a dispute. [Booooo!](#)

If a dispute arises over release for facility time, the final decision lies with the Assistant Director Human Resource Services or delegated representative; [decision making will take into consideration the reasons given in the written response, the amount of notice given and any representation from the union.](#)

6. General Facilities

The council will positively consider requests for office space for the use of the Staff Side of its corporate joint consultative machinery where the particular trade union is principally servicing Newcastle City Council employees. Any office facilities and services will be managed by the Assistant Director HR Services in full consultation with the Staff Side and is subject to an agreed facilities charge.

The council understands that in order for the recognised trade unions to perform their duties efficiently and effectively, facilities should be made available as follows:

- Reasonable facilities to hold workplace meetings reserved through the room bookings system. A cost for trade union meetings will be assigned to the relevant trade union, whilst staff consultation and facilitation meetings will be charged corporately or to the relevant Directorate.
- Access to the corporate telephone, email and internet facilities, subject to compliance with the relevant acceptable usage policy, social media, telephony policy.
- Use of notice boards for exhibiting appropriate information relating to trade union business. [Every workplace will have its own noticeboard – in large office buildings an additional noticeboard will be provided on each floor.](#)
- DOCAS (Deduction of Contributions at Source)

The Council will make such arrangements to deduct membership subscriptions at source where this is requested from the individual employee for which an appropriate management fee will be charged to the relevant Trade Union. [\(Refer to the opening paragraph of this document – why are they charging for these benefits?\)](#)

7. Code of Conduct on Employee Relations

Standards of behaviour

It is the intention of this agreement to foster the best possible relations between the council, its employees and the recognised trade unions that represent them (including conduct in relation to Community Schools & Nurseries, Foundation Trust Schools, Academies and Voluntary Aided Schools covered by the centralised arrangement for Newcastle Schools). The council as the employer and the recognised trade unions jointly commit to a council-wide approach in terms of employee relations, acting with respect and professional integrity in the interactions between management, trade union

representatives and human resources employees in accordance with the council's Dignity at Work policy. [An agreed list of euphemisms will be agreed and given to all parties following the AGM.](#)

Confidentiality

Trade union representatives will be expected to respect and maintain the confidentiality of the Trade union representatives will be expected to respect and maintain the confidentiality of the information they are given access to unless this is a matter of public interest or constitutes 'whistleblowing'. [Union members will be able to have access to union representatives in a timely manner and in a place the member feels comfortable.](#)

Rights of Representation

Employees engaged in management meetings such as attendance reviews or grievance/disciplinary investigation meetings, often seek to be accompanied by a trade union representative [of their choice; this choice of representative will not be denied by a manager.](#) At these meetings, trade union representatives must allow the employee to answer management questions and not answer on behalf of the employee. Adjournments can be facilitated where a representative wishes to speak with their member.

Managers conducting these meetings must be mindful that union representatives are permitted to clarify their questions where there is any uncertainty as well as querying any procedural matters. Union representatives must also be allowed to represent their member's interests and comment on matters related directly to the meeting.

Managers can also request an adjournment at any point in order to seek appropriate HR advice.

Complaints

In the rare situation that a complaint is received regarding the conduct of a trade union representative, this will at first be dealt with by the relevant Branch Secretary using the informal approach outlined in the council's grievance policy or the trade union complaints procedure where appropriate. If the complaint or grievance is of a more complex or serious nature, the Assistant Director Human Resource Services must be informed by the Branch Secretary who will consult with the relevant National/Regional TU Official on the most appropriate course of addressing the issue in accordance with the relevant council policy or TU complaints procedure. Document1

Complaints regarding management should be raised with the Head of operational HR in the first instance and addressed through the council's grievance procedure or collective disputes policy if necessary.

8. Negotiation, Consultation, Information Sharing & Collective Disputes

See **Appendix 1** which shows the trade unions / professional associations that are recognised for representing particular employee groups in consultation and negotiation processes.

Negotiation

It is the mutually agreed aim of all parties to this Framework to work in partnership towards reaching agreement through negotiation on collective matters which come under the scope of collective bargaining and to resolve differences in a timely manner and to avoid disputes until all meaningful avenues have been exhausted. For the purposes of collective bargaining the council would recognise the following areas:

- Single Status Agreements
- Locally Agreed Contractual Terms
- Any areas of National Collective Agreements delegated for local determination

Where the matter for negotiation impacts only on specific employee groups, discussions will involve only those trade unions with collective bargaining rights in relation to the affected employee group.

On matters of negotiation, it will always be the council's intention to reach agreement with the trade unions. However, where a joint agreement cannot be reached with all the trade unions involved in the collective bargaining process, the position of the majority trade union will take precedence, as determined by the membership numbers of the recognised trade union.

Consultation

The council is committed to effective consultation by providing the relevant trade unions with information and an opportunity to exchange views at the earliest possible time in order to influence decision making and application. This includes, but will not be limited to; information for collective bargaining purposes; workforce re-organisations; redundancies and associated terms; pay protection arrangements; model employment policies and procedure, employment codes of practices etc, other locally determined conditions of employment, potential transfers under Transfer of Undertakings (protection of Employment) TUPE and health and safety legislation.

There are various committees that facilitate the sharing of information, consultation, negotiation and the raising of issues causing concern to the trade unions;

Council Joint Committee (CJC)

This meeting occurs quarterly and provides an opportunity for the trade unions to meet formally with the Leader of the Council, Deputy Leader of the Council as well as Directors (or senior representative officers) from across the council. Other attendees at this meeting include, the Leader of the Opposition, senior HR representatives and the Chief Executive (or their representative). The agenda is agreed between the employer and employee side secretaries and the meeting is formally minuted by Democratic Services. Standing items for agenda purposes include; workforce development and equalities. Document1

Directorate Joint Committee (DJC)

This meeting occurs quarterly and provides an opportunity for relevant trade unions and staff members, [including representatives of SOGs](#) to meet formally with the portfolio cabinet member(s) or their representative with the responsibility for a particular Directorate. Other attendees at this meeting will include; the relevant Director (or their representative), senior HR representatives, senior Directorate officers and invited guests. The agenda is agreed between the relevant Director and the 'lead' trade union representative for the Directorate and the meeting is minuted by the Directorate. Standing items for agenda purposed include; workforce development, equalities [and staff wellbeing](#).

JCC (TWAM's)

This meeting occurs approximately every two months and provides full time TU representatives from Unison and GMB as well as local TWAM based shop stewards with an opportunity to meet formally with TWAM senior management and HR representatives (where appropriate). Items for the agenda are jointly agreed and minutes are kept for reference purposes. In addition to formal meetings, TWAM

have informal information sharing in an attempt to resolve potential issues quickly via regular dialogue with employees in HR and where appropriate with the relevant senior management.

Collective Disputes Procedure

Groups of employees should, where possible, seek to discuss and resolve differences with management without recourse to the formal collective disputes procedure.

Where a formal dispute is registered the 'status quo' which prevailed at the time of the dispute shall continue and there should be no industrial action or changes to working practices until the procedure has been exhausted.

In all disputes, it is important that employees clearly state the remedy being sought and this is required before the dispute can be dealt with.

The collective disputes procedure cannot be used to resolve individual matters subject to the grievance procedure (please view grievance section on the HR Intranet).

9. Industrial Action

In the event that an issue through National or Local negotiations cannot be resolved, trade unions may ballot members on strike action or industrial action short of striking and will give 14 days' written notice of action if the ballot thresholds for industrial action have been met. Once a date of action has been notified to the Assistant Director HR Services (or representative) (or is generally known via national/local press coverage) , all applications for annual leave for that date will be refused, regardless of whether an employee is a trade union member or not.

It is the relevant trade unions responsibility to notify the employer(s) of any formal industrial action in compliance with prevailing employment legislation. The council will subsequently liaise with the relevant trade union(s) in respect of any local safety arrangements/strike exemptions and the Head of HR Operations will agree arrangements with the relevant Trade Union Branch Secretary/Convenor. In respect of Newcastle Schools, this activity should be conducted between the relevant trade union and the Head Teacher/Governing Body.

Picketing

On the day(s) of any strike action, picketing must be organised and carried out lawfully in compliance of Section 220 (peaceful picketing) of the Trade Union Act 2016; Document1

- Picketing should be carried out by a person or persons attending their own place of work – near an entrance or exit to the site
- Picket lines should not normally exceed 6 people and must not in any case exceed 20
- Trade union representatives can attend more than one picket line at different workplaces if they're responsible for organising workers in those workplaces

Pickers must not;

- Prevent people from going to work or doing their usual work if they want to do so through intimidation, disorderly conduct or making offensive gestures or anything that could be considered as a threat or harassment under the law.

• Trade Union Supervision of Picketing

- Each trade union involved in the industrial action must appoint a person to supervise picketing
- The 'picket supervisor' must be familiar with the Code of Practice on picketing
- The trade union or 'picket supervisor' must inform the police where the picketing is to take place, the name of the picket supervisor and how to contact them
- The trade union must provide the picket supervisor with a letter stating the supervisor is approved by the trade union
- While picketing is taking place the picket supervisor must be either present in person or readily contactable by the trade union and police and able to attend at short notice
- The picket supervisor must wear something that readily identifies themselves as such

It is unlawful for other trade union officials or members not involved (or balloted) on the relevant industrial action, to participate in picketing (known as 'secondary' action). Participation in peaceful demonstrations is permitted if conducted in the employees own time and where the action cannot be construed as picketing.

10. Review

This Employee Relations Framework Agreement may be amended from time to time in consultation with all parties to the agreement. The Agreement is also subject to change where this requirement is necessitated through a change in statute or employment legislation. The implementation date for this agreement is Monday 3rd October 2016 although the corporate TU facility time arrangements contained within the body of this agreement are effective from 1st April 2016.

This Employee Relations Framework Agreement is made between:

Between Newcastle City Council of Newcastle Civic Centre, Barras Bridge, Newcastle, NE1 8QH

And (2) the Newcastle Branch of UNISON, Room 145, Civic Centre, Newcastle, NE1 8QH

And (3) the Newcastle Branch of GMB, Room 132, Civic Centre, Newcastle, NE1 8QH

And (4) the Newcastle Branch of NUT, c/o 21 Sidney Street, North Shields, NE29 0DP

Document1

And (5) the Newcastle Branch of NASUWT c/o 36 Bideford Gardens, Whitley Bay, Tyne & Wear, NE26 1QP

And (6) the Newcastle Branch of UNITE, Allendale Road, Byker, NE6 2SZ.

And (7) the Newcastle Branch of UCATT, Allendale Road, Byker, NE6 2SZ.

And (8) the Newcastle Branch of ATL, c/o 58 Eastfield Road, Newcastle upon Tyne, NE12 8BD.

And (9) the Newcastle Branch of NAHT, c/o St Bede's RC Primary School, Howlett Hall Road, Denton Burn, Newcastle upon Tyne, NE15 7HS.

And (10) the Newcastle Branch of ASCL, c/o Heaton Manor School, Jesmond Park West, High