



Statement From Edith Moody, Service & Conditions Officer.

Please note, UNISON are still in formal Negotiations with Scottish Borders Council on Pay and Terms and Conditions. No agreement has been reached and we do not endorse the Terms of the recent letter to you from the Council.

Certain detailed information has been requested so that the Unions can take part in Meaningful Negotiations. For example the council has a legal duty to provide an Equality Impact Assessment. We are still awaiting this information.

We have areas in the Single Status Package that we feel need to be further improved upon. We have a detailed record of the concerns expressed by staff at the roadshows and we will be discussing those issues with the Council in the next few weeks.

As you know, Scottish Borders Council have written to their Employees over the weekend and invited Staff to Sign up as individuals to a new Pay and Terms and Conditions. The Unions did not know that you would be asked to vary your contract and we now have a written assurance from the Council that these letters are purely consultative. Your Terms and Conditions are still under discussion with Trade Unions, they are NOT Final, they are NOT Agreed, although the Council reserve the right to make you an individual offer in the new year if Negotiations fail.

Prior to UNISON agreeing to any changes, we will take Legal Advice from our London Legal Team as well as our Scottish Legal Officer, Peter Hunter , who has been directly involved in local meetings with our Employer.

Only at this point, if the Package is Equality Proof and Fair, will UNISON Ballot our Members for a decision. UNISON continue to be committed to Negotiating a Single Status Package that brings about Equal Pay and a Package that our Members can be Balloted on.

The Council say the Negotiations cannot go on for ever – we agree. We are happy to work to a deadline in the New Year and to put the product of the Negotiations to a Ballot. In the meantime we advise Members to let Scottish Borders Council know that you are not willing to vary your contract on an individual basis and look forward to receiving information on the outcome of the Negotiations.

Edith Moody
Monday 10th December 2007.