



Private and Confidential

27th August 2008

Unison
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TGWU
BTUC/TGWU
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Dear Colleagues

Notice of Termination of Local Agreements

I am writing to confirm that the Cabinet Members for Equalities and Human Resources and for Transportation and Street Services have now approved the report on the future of bonus schemes and related local agreements. This report was shared with you as part of the consultation process and your comments forwarded with the report documentation for consideration.

The report sought to give notice on the various remaining bonus agreements and also on the outstanding local agreements.

This letter deals specifically with the Local Agreements and as such gives the required three months' notice of termination in respect of the following Local Agreements:-

- Traffic Signals Agreement
- Street Lighting DLO Working Practices 1994
- Updated Local Amendment 2000
- Assimilation of Consolidated Bonus 2002

The notice period will commence on 1st October 2008 and terminates on 31st December 2008.

I attach for your information a copy of a letter sent to individual employees working within the Street Lighting Section.

As is stated in the letter Highways Management are committed to consult with you during the notice period with a view to reaching agreement on future working arrangements and associated payments.

Yours sincerely

A handwritten signature in black ink, appearing to read 'A. Albon', with a small flourish at the end.

ANDY ALBON
Director of Human Resources

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<<Postcode>>

27th August 2008

Dear <<Title>> <<Surname>>

Notice of Termination of Local Agreements – Street Lighting

A report on the future of bonus schemes and related local agreements has recently been considered and approved by the Cabinet Members for Equalities and Human Resources and Transportation and Street Services. The report sought to give notice on the remaining bonus agreements and outstanding local agreements.

In respect of local agreements the City Council is looking to standardise payments of additional allowances to staff in line with the allowances document circulated with new contracts of employment.

Notice is hereby given on the local agreements relating to street lighting employees within the Highways Division of the Directorate.

The local agreements incorporated within this notice are as follows:-

- Traffic Signals Agreement
- Street Lighting DLO Working Practices 1994
- Updated Local Amendment 2000
- Assimilation of Consolidated Bonus 2002

The commencement of the notice period will take effect from 1st October 2008 and will terminate on 31st December 2008.

During the notice period Highways Management are committed to consult with your Trade Union representatives and the wider workforce on the various aspects of the current agreements with a view to reaching agreement on the future working arrangements and associated payments.

It is important that any new agreements incorporate the principles of equality and fairness in determining future allowance payments. It is however anticipated that the majority of the current working arrangements specific to lighting services will, by mutual agreement, be maintained in order to meet service needs and operational requirements.

Yours sincerely

A handwritten signature in black ink, appearing to read 'AAL', with a small flourish at the end.

ANDY ALBON
Director of Human Resources