

Mick Wilson
Unison

36927
Toni Compai
SSM.11.168.sb

16 November 2009

Dear Mick

Appeals – Job Evaluation

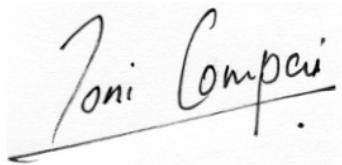
I write with reference to our meeting on Friday in relation to the above.

In the series of meetings that we have had in relation to the development of the appeals process, I have been anxious to reach an agreement for the benefit of both our employees and your members. I am pleased that you have acknowledged in our discussions that the Council has amended its proposals to reflect trade union side comments. However, it is with regret that we have not been able to reach an agreement on an agreed appeals process.

As you are aware, the Council has committed itself in both “Workforce” and briefings and has confirmed in the letters to individual employees which will be posted today, that an appeals process will be available to individuals both on the website and from the Shared Services Centre for those who wish to consider an appeal.

Therefore, regrettably in the absence of an agreed process at this stage, I feel that there is no other option except to publish the attached draft. However, whilst there are differences between us, I am anxious that we continue to discuss these matters if there is a prospect of reaching an early agreement. I should be grateful to receive any written comments you may have relating to the appeals process, and/or the content of this letter.

Yours sincerely

A handwritten signature in black ink that reads "Toni Compai". The signature is written in a cursive style and is positioned above a horizontal line.

Toni Compai
Director of HR