

# HR & OD POLICIES

human resources and organisational development



## Trade Unions

### Recognition, Consultation and Negotiation Policy

## 1. POLICY STATEMENT

Aberdeenshire Council is committed to maintaining an effective partnership with the Trade Unions, and supports the role of Unions in the workplace.

The Council recognises that employees have the right to belong to and be represented by a Trade Union, and will continue to notify employees accordingly of the benefits of trade union membership.

The Council recognises the Trade Unions right to represent the interests of their members; to contribute; to be consulted; and to bargain collectively on behalf of their members.

Aberdeenshire Council is committed to effective consultation and to the encouragement of participation of all its employees.

Aberdeenshire Council supports the system of collective bargaining and the principle of resolving employee relations issues by agreement and negotiation.

The Council will consult and negotiate with the recognised Trade Unions on local issues associated with: -

- Terms and conditions of employment
- Working practices/allocation of work
- Discipline, terminations & suspensions
- Health and safety

Aberdeenshire Council will work with all the Trade Unions in the spirit of trust, respect and co-operation to the mutual benefit of employees and service delivery.

Aberdeenshire Council will be courteous, responsive, open, honest, fair, just, responsible, reliable, sensitive, realistic, trusting and trustworthy in its dealings with the Trade Unions.

## 2. SCOPE OF POLICY

This policy will apply to all recognised Trade Unions, Managers and employees.

### 3. OBJECTIVES OF THE POLICY

- To document Aberdeenshire Council's preferred way of working with the Trade Unions.
- To establish an inclusive arrangement for Trade Union recognition.
- To develop a structured approach to consultation.
- To develop a formal negotiating structure within the Council.

# Trade Unions

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### Policy

<b>Revision Date</b>	<b>Previous Revision Date</b>	<b>Summary of Changes</b>
01-11-2010	-	Creation of all Documents
06-08-2015	01-11-2015	Format update