



Sheena Ramsey, Chief Executive

EXECUTIVE SUMMARY

1. The Council's collective agreement with our recognised Trade Unions requires that any changes to terms and conditions are negotiated and agreed and only implemented following a ballot of relevant employees. Following a positive ballot outcome a new Construction Services JLA took effect from September 2022.
2. As part of the first annual review of the 2022 Construction Services JLA, consideration has been given to the creation of one single JLA covering all 'red book' employees across construction, highways, environmental and fleet services.
3. This proposed 2024 JLA sets out to achieve greater consistency of terms and conditions of service, as well as required ways of working, across all construction, highways, environmental and fleet services 'red book' employees. In addition, the proposed JLA confirms a new salary structure for relevant highways, environment, and fleet services trade operatives.

RECOMMENDATION

It is recommended that Council:

- (i) Agree the implementation of the proposed new 2024 Joint Local Agreement covering all 'red book' employees within construction, highways, environmental and fleet services.