

## REVISED PAY AND CONDITIONS PROPOSALS

26 February 2016

The attached documents feature proposals to formally amend the pay and conditions of all Tayside Contracts employees, other than Chief Officers, whose employment is regulated by a separate agreement.

These proposals should be considered within the context of cost pressures arising from impending Council budget cuts which are likely to impact adversely on Tayside Contracts over the next two years. The proposals should also be considered within the context of the impact of the 2015-17 National Pay Awards which will increase Tayside Contracts pay bill by £1.6m. Taking these factors into account the attached proposals are at the extreme end of affordability for Tayside Contracts.

These proposals can only be considered as a package and accepted or otherwise on that basis. However, it is recognised that during the course of the consultation exercise elements within the proposed pay package may be amended.

Following today's meeting I will facilitate meetings between the Trade Union Officials, shop stewards and the workforce in order for a full consultation process to be conducted.

I am looking for a formal, though not necessarily a final, response to these proposals from the Trade Union Full Time Officials at a meeting with the CMT which will be arranged for the end of March 2016.

A handwritten signature in black ink, appearing to read "Ian C. Hodder".

Managing Director