

## **TRADE UNION RECOGNITION AND PROCEDURE AGREEMENT**

### **1. INTRODUCTION**

#### **1.1 Purpose**

The purpose of this Agreement is to establish arrangements for consultation between Blackburn College and the recognised trade union(s). It will cover Business Support, Lecturer, Manual and Management Spine staff, excluding Senior Postholders whose conditions of service are specifically determined by the Corporation in accordance with the Articles of Government.

#### **1.2 Scope**

This procedure shall apply to all staff groups except Senior Postholders.

This procedure has been reviewed, as part of the normal cycle of review set by the Policy and Procedures Committee.

### **2. GENERAL PRINCIPLES**

Blackburn College and the recognised union(s) agree the following principles:-

- 2.1 The spirit and intention of this Agreement is to promote harmonious relations between the Corporation and its employees through the development of effective joint consultative and negotiating machinery.
- 2.2 It is in the interest of the Corporation and its employees that the institution should function efficiently and effectively to the benefit of both the Corporation and its employees and that is a common objective.
- 2.3 The Agreement is not intended to detract from an individual employee's right of access to management or the Corporation's right to communicate directly with its employees or the unions' rights to communicate with their members.

### **3. RECOGNITION**

- 3.1 Blackburn College recognises ATL, AMiE, UCU and UNISON in respect of Business Support, Lecturer, Manual and Management Spine staff.
- 3.2 The unions recognise that it is the right and responsibility of the Corporation to manage the institution within the context of the Agreement.

### **4. THE PROCEDURE**

- 4.1 There will be a Joint Consultative Committee representing all staff.
- 4.2 The Joint Consultative Committee will meet as often as necessary to maintain good employee relations.
- 4.3 The Joint Consultative Committee will consider items relating to matters affecting staff of the Corporation. This will exclude, except for interpretation, matters determined by national agreement and approved by the Corporation.

4.4 The representatives on the Joint Consultative Committee will be as follows:

- Management Side: 4 representatives of the College
- Trade Union Side: 6 representatives (UCU 2, UNISON 2, ATL 1, AMiE 1)

4.5 For the purpose of this agreement, College Management relates to members of the Senior Management Team.

## **5. VARIATIONS OF THE PROCEDURE**

5.1 Variation can be made by joint agreement between the Corporation and the trade unions.

5.2 The Corporation or the trade unions can terminate the Agreement by giving three months' notice in writing.

## **6. STAKEHOLDER CONSULTATION**

The procedure will be consulted with JCC colleagues, before submission to the Policies and Procedures Review Committee for approval.

## **7. MONITORING AND REVIEWING**

The policy will be monitored by the HR & OD Service on an annual basis and reported to the Policies and Resources Committee.

This procedure will be reviewed every three years or when there has been a change in related legislation.

## **8. RELATED POLICIES/PROCEDURES/CODES AND GUIDANCE**

8.1 Collective Disputes Procedure

## **9. EQUALITY IMPACT ASSESSMENT**

Blackburn College is committed to the promotion of equality, diversity and a supportive environment for all members of our community. Our commitment means that this procedure has been reviewed to ensure that it does not discriminate (either intentionally or unintentionally) any of the protected characteristics of age, disability, gender (including gender identity), race, religion or sexual orientation and meets our obligations under the Equality Act 2010. Therefore, this procedure has no adverse impact on any of the above protected groups.

## **10. DISSEMINATION OF AND ACCESS TO THE PROCEDURE**

This procedure will be made available electronically to all employees in a document repository on the College's intranet and a hard copy deposited in the Executive Office.

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