

EMPLOYMENT RELATIONS DEVELOPMENT WORKING PARTY

Bulletin No.2

The trades union and employer members of the Working Party held their second meeting on Wednesday 7 June, under the chairmanship of the NJC Executive Chairman.

Members finalised a joint statement of agreed aims, objectives and milestones (attached). They then began to consider aspects of the structure and content of a new Industry Framework Agreement.

The next meeting is due to take place on Wednesday 5 July, when the Working Party will continue the discussions begun on 7 June.

Thursday 15 June 2006

EMPLOYMENT RELATIONS DEVELOPMENT WORKING PARTY

Aims, Objectives and Milestones

Aims

To develop a new, robust and fit-for-purpose national employment relations framework, enabling UK engineering contracting employers and clients to remain globally competitive while providing improved terms and conditions and greater security of employment for a competent, motivated and productive workforce.

Objectives

1. To develop a new Industry Framework Agreement, which:
 - a. Is as concise as possible and written in clear, simple English.
 - b. Introduces employment arrangements appropriate for the industry in April 2007 and beyond, while retaining the main achievements of NAECI 1981-2006.
 - c. Resolves outstanding scope issues.
 - d. Supports workforce recruitment, retention and mobility, as well as labour market stability and employment security, by providing a core of standard terms and conditions applicable across different industry sectors (including new construction, term maintenance and events).
 - e. Permits the flexible application of these terms and conditions in order to accommodate particular sectoral, local and/or company requirements.
 - f. Enables the introduction of innovative arrangements at sectoral, local and/or company level designed to improve employment relations, employment security, flexibility, productivity and reward.
 - g. Includes a fair, impartial and effective procedure for the resolution of disputes.
 - h. Promotes industry good practice through separately published guidance.
2. To support all industry stakeholders (employees, employers, trade unions and clients) in working together towards a more open, cooperative and constructive employment relations climate.

3. To strengthen the ability of UK contractors to respond successfully to the challenge of increased overseas competition, and to agree a joint approach to the issues generated by the employment of overseas workers.
4. To enhance the size, competence, productivity and employability of the UK industry workforce through greater support for apprentice and adult training, ongoing skills development and the ACE initiative, in particular on major projects and large repair-and-maintenance sites.

Key milestones

Date(s)	Milestone
<i>10 May 2006</i>	First meeting: agree provisional aims, objectives and milestones.
<i>7 June 2006</i>	Second meeting: finalise above and start to develop specific proposals.
<i>June - September 2006</i>	Further meetings and communications/ consultation.
<i>September 2006</i>	Consultation on draft Industry Framework Agreement.
<i>November 2006</i>	Consultation on final version of Industry Framework Agreement.
<i>30 November 2006</i>	Confirmation that final version approved by parties.
<i>15 December 2006</i>	Confirmation that final version supported by main industry clients.
<i>January - March 2007</i>	National joint programme of information and training.
<i>2 April 2007</i>	Subject to the above, implementation of Industry Framework Agreement (including any transitional provisions).