



Employee Relations and Pay & Reward

New Industrial Relations Framework for LG

David McCammick

Chief Executive

Antrim Borough Council



New Industrial Relations Framework

Strategic Goal:

An agreed Employee Relations Framework that delivers results, enables change sectorally and locally and provides consistency.



EMPLOYEE RELATIONS

MODEL STRUCTURE : REGIONAL LEVEL





New Industrial Relations Framework

- **Not a major departure in terms of representation**
- **“Regional Industrial Relations Board”**
- **“Regional Working Committee”**
- **“Local Committees”**



New Industrial Relations Framework

Advantages:

- **Separation of Strategic and Operational Roles**
- **Direct nomination by councils (Employers) to Regional Body**
- **Therefore direct input into policy, direction and supporting research**



New Industrial Relations Framework

- **Sector Wide Consultation in 2013**
- **Endorsement for the Model**
- **Issues were primarily on the detail of how to put into practice**



New Industrial Relations Framework

Issues to address:

- **Clarify Constitution/Terms of Reference/
Operating Arrangements**
- **Set a Strategic Direction**
- **Link to National Machinery**



New Industrial Relations Framework

Issues to address:

- **Strengthen Regional/Local Links**
- **Build confidence and credibility**
- **Resources**
 - Skills/Training for Members of Board/Committee/Forums
 - Secretariat



New Industrial Relations Framework

Next Steps

- **Draw up Constitution, working arrangements, etc.**
- **Consult/agree within sector – new Councils.**
- **Agree arrangements for transition to new machinery.**
- **Maintain TU engagement.**