

Report to:	Employment Committee
Date:	25 March 2019
Title:	Facilities Agreement
Report of:	Assistant Director of HR and Transformation
Ward(s):	N/A
Purpose of report:	To update the Committee regarding the review of the Facilities Policy.
Officer recommendation(s):	To note that the Councils' previously separate facilities policies have now been aligned and updated.
Reasons for recommendations:	Lewes District and Eastbourne Borough Councils have jointly committed to bringing policies and procedures together as part of the Joint Transformation Programme (JTP) which is an important step towards aligning people and business practices.
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1 Introduction

- 1.1 A review of the existing policies regarding union facilities time across Lewes and Eastbourne has been undertaken and an aligned policy developed, which is attached at Appendix 1.
- 1.2 There are no significant changes to the policy; both previously separate policies had been recently updated and were very similar but this is now an aligned policy for both Councils.
- 1.3 Unison was sent a copy of this aligned policy on 7 January 2019 asking for its comments. At the time of this report being submitted none have been received.
- 1.4 It is the intention that this revised policy will be implemented following this meeting by publication on the Council intranet known as 'The Hub'. It has been approved by Joint Staff in Eastbourne in February 2019.
- 1.5 The Councils have a legal duty to declare time spent on union duties and this is acknowledged in this policy.

2 Financial appraisal

- 2.1 The implementation of this revised policy should have no financial impact.

3 Legal implications

3.1 There are no legal issues arising directly from this report.

4 Risk management implications

4.1 The Risk Management Implications questionnaire has been completed and this report is exempt from the requirement because it is a progress report.

5 Equality analysis

5.1 An equality analysis has been carried out for this aligned report and is a background paper to this report, which is available on request.

6 Appendices

Appendix 1 - Eastbourne Borough and Lewes District Facilities Policy

7 Background papers

- Equality and Fairness Analysis for Facilities Policy