



HUMAN RESOURCES CONFERENCE
21 – 23 NOVEMBER 2007

PARTNERSHIPS WITH TRADE UNIONS

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DEFINITION



A relationship between individuals or groups that is characterised by mutual co-operation and responsibility as for the achievement of a specified goal

CONTEXT



- Local Negotiations 'exhausted'
- Pressure to reach Single Status Agreement
- Need for a fresh approach

APPROACH



3 Key Elements

- Transparency – sharing information
- Trust – keeping promises
- Relationships – capitalising on individual differences

'TACTICS'



- Senior Management Commitment
- Personal sincerity – words and actions
- Genuine focus on employee well-being

PRACTICAL ISSUES



- Annual Schedules – minimise negative impact of cancellations on the partnership
- Structured agendas and agreed minutes
- Regular communications in between
- ‘Human’ factors – food and drinks!

REALITY



- Change of personnel
- 'Failure to agree'
- Taking calculated risks

The Results



Evidence of 'Engagement' Across Council:

- Uptake of innovation Work-Life Balance Policy
- Participation in Healthy Lifestyle Scheme
- 'Learning Week' Participation
- Improvements in Attendance (25% improvement this year)
- Participation in new Performance Management System

KEEPING IT SIMPLE....



The two key pillars on which effective partnerships are build:

Sincerity

&

Integrity