



Barnsley Metropolitan Borough Council

Collective Agreement

Amendment to Protection Policy

The Council and the Unions have consulted and negotiated and as a result have agreed the following changes to the Protection of Earnings Policy (Protection Policy) for all Council employees except those employees on Teachers Terms and Conditions of Employment within locally managed schools.

The Council will implement a revised Protection Policy effective from 1 April 2017 to reduce the protection period and set a cap to the amount of protection.

The protection period will be for 18 months protection when protection commences between 1 April 2017 and 31 March 2018. The protection period will reduce to 12 months when protection commences on or after 1 April 2018. Protection pay under the revised Policy is the difference between current contractual and new contractual earnings capped at the employee's redundancy entitlement.

Existing protected employees will continue to receive protection for their 2 year protection period. Employees who commence protection between 1 April 2017 and 31 March 2018 will receive their 18 months' protection.

Issue Date: July 2016

Prepared by: Alison Brown, Service Director Human Resources and Business Support

SIGNED FOR AND ON BEHALF OF
Barnsley Metropolitan Borough Council

Signature *J.C. Bell*

NAME (In Block Capitals)

J.C. Bell

POSITION *Director HR, Performance & Communications*

DATE *25/7/16*

SIGNED FOR AND ON BEHALF OF
Unison

Signature *B. Steel*

NAME (In Block Capitals)

BRYAN STEEL

POSITION *BRANCH SECRETARY*

DATE *26/7/2016*

SIGNED FOR AND ON BEHALF OF
GMB

Signature 

NAME (In Block Capitals)

..... ANN GALLAGHER

POSITION... CONVENOR

DATE... 26/7/2016

SIGNED FOR AND ON BEHALF OF Unite the
Union

Signature 

NAME (In Block Capitals)

..... SHANG SWEETING

POSITION... REGIONAL OFFICER

DATE... 03/08/2016

This Collective Agreement concerning amendments to terms and conditions of employment is made on 13 July 2016.

BETWEEN

Barnsley Metropolitan Borough Council of Town Hall, Barnsley, S70 2TA
("the Council")

And

UNISON of 1 Mabledon Place, London, WC1H 9AJ

And

GMB of 22-24 Worples Road, London, SW19 4DD

And

Unite of 35 King Street, Covent Garden, London, WC2E 8JG

("the Unions")

The Unions are recognised by the Council for collective bargaining purposes.