

PAY AND CONDITIONS PROPOSALS - REVISED

18 MAY 2016

Following meetings with the Full Time Officials of Unite, Unison and the GMB the proposed pay and conditions package issued on 20 January 2016 has been revised, as per the attached document. We have listened to the feedback from the Trade Union officials, which they gathered from their membership, and this has resulted in some notable changes to the initial proposals. In addition to the amendments made to the attached document, the following proposals have been removed entirely:

- Restrictions on the criteria for overtime payments for Grades 10 and above
- The introduction of term time contracts for existing AFO's and FA's
- Annual Leave – Employee Option to 'Buy' or 'Sell' leave
- Agile Working Policy

As previously, these proposals can only be considered as a package and accepted or otherwise on that basis. I have also undertaken to facilitate all reasonable requests for meetings between the Trade Union Officials, shop stewards and their members in order for a further consultation process and, if necessary, a formal ballot to be conducted.

When considering whether to accept this offer I would ask that you take time to fully consider the following facts about the offer:

- ✓ It is a final offer – should it be rejected, none of the proposals will be implemented as part of a global pay package
- ✓ It is an offer which is absolutely the maximum that Tayside Contracts can afford
- ✓ The new pay package will greatly assist in ensuring that we recruit and retain the number and calibre of employees we require – particularly in key jobs where there is market scarcity
- ✓ This proposals will see many employees significantly increase their contractual pay
- ✓ No one will see a reduction in their contractual pay
- ✓ Our projections suggest that very few, if any, of our 2,700 plus employees will see a reduction in their take home pay
- ✓ The proposed pay package will go a long way to help ensuring the future of Tayside Contracts and the job and income security of our workforce

Given the above, I sincerely hope that the offer is accepted as being in the best interests of all concerned and I am looking for a formal, final, response to these proposals from the Trade Unions by early June 2016, with a view to implementing the proposed pay package on 1 July 2016.

A handwritten signature in black ink, appearing to read "Ian C. Dodson".

Managing Director