

**Section 13 Pay, Staffing & Grading****A55**

Conference notes with concern the budgeted surpluses of staff against forecasted intakes for the financial year 2005/6.

Conference recognises the verbal commitment that LR Management has to retain the current 24 Operational Offices until 2012.

This Conference instructs the GEC to:

- a) Secure a written statement from LR Management of their commitment to retain the current 24 Operational offices and forward this to all members.
- b) Seek assurances from Management that they will use every endeavour to generate sufficient work for staff (without the detriment of any downgrading of casework).
- c) Seek assurances that where necessary work rather than staff will be moved.

**YORK BRANCH – 030044**

**A56**

This Conference instructs the GEC to protect the role of local systems managers and, via the forthcoming management review ensure that this role exists in all offices.

**STEVENAGE BRANCH – 030049**

**A57**

This conference instructs the GEC to enter into negotiations with management to revise the current arrangements regarding the requirement to obtain a TA3 before progressing from RE2 (L) to RE2 (U) within the casework discipline. Substantive progression to the grade should take place after successfully completing the application process.

**PORTSMOUTH BRANCH – 030033**

**A58**

This conference calls upon the GEC to review the grading of the operational team leader role with a view to negotiating an amendment to the Roles In Operational Teams (RIOT) agreement to establish the role as an RE1 Post.

**PORTSMOUTH BRANCH – 030033**

**A59**

This Conference notes management's stated intention to undertake a Review of Allowances.

Conference instructs the GEC to negotiate the following parameters:

1. All Allowances should be subject to annual cost of living increases;
2. The status quo regarding skills allowances should be maintained;
3. Working pattern allowances should continue to be separately negotiated in response to the specific conditions in each team that have different work patterns from the norm in LR; and
4. There should be no detriment to, nor decrease of allowance for any members of staff remaining in the same post

that might be investigated by the review.

**COMPUTER SERVICES BRANCH – 030003****B60**

The conference notes the current practice the agency has adopted when dealing with leave requests at Christmas and Easter.

We note that each office sets out their own practice in respect of absence at these times.

Conference notes that this practice creates inconsistencies for the opportunities of members working in different offices, when requesting leave at these times. The GEC is instructed to negotiate with management an agency wide policy that covers annual leave for these specific times.

**WALES BRANCH – 030047****Section 14 Miscellaneous****A61**

This conference notes that Public Interest Disclosure Act 1998 (Whistle blowing) was introduced to enable workers in the public sector to legitimately raise issue where you might find yourself in the situation where you find out that your employer, or someone in a position of responsibility in the organisation, is guilty of theft, fraud, or endangering staff customers, or the local community. This act provides anonymity and protection for whistle blowers where it can be clearly demonstrated that any issues that are raised, have been in good faith.

The GEC are therefore instructed to investigate the possibility of negotiation on a Whistle blowing policy and procedures agreement with LR Management.

**LYTHAM & LANCASHIRE BRANCH – 030024**