

Without Prejudice

Sefton New Directions Limited

GMB, UNISON, UNITE

Employment

Terms & Conditions

Collective Agreement

Effective 1 April 2012

2nd January 2012

Background

This agreement is between UNISON, GMB and UNITE and allows for the changes identified in the Collective Agreement of xxx September 2011 in relation to the terms and conditions to be incorporated into the contracts of individual employees. This is in accordance with local and national provisions which apply to the employees of Sefton New Directions.

This Agreement has followed extensive consultation with all sides, realising the financial position of the Company.

The Company wishes to continue the partnership approach with UNISON, GMB and UNITE. As such, the partners accept that provision will need to be put in place from April 2012. The Company, subject to any material change affecting it, is committed to avoiding any further changes to terms and conditions before March 2013.

The matters agreed in this document, along with the continued commitment to good industrial relations, all parties believe is the basis for a sound Company going forward.

Matters to be incorporated in Terms and Conditions

Pay

- 1. All employees with effect from 1 April 2012 will receive a 5% reduction in pay rate for all purposes. This means a reduction in basic rate, salary and/or enhancements which are based on the basic rate and/or salary. A transitional pay arrangement as agreed, will apply as detailed in Number 3.
- 2. No incremental progression will take place during the course of this agreement which shall continue to 1 April 2013.

Transitional Pay

- 3. As part of this agreement it is recognised that employees who were employed prior to 1 September 2011 will suffer a reduction in pay. To mitigate this for a period to 31 March 2013 no employee will during the period between 1 April 2012 and 31 March 2013 have a reduction in pay of more than 5% (as opposed to base figures in 2011-12) when working the same working pattern as before 1 September 2011.

Other Terms and Conditions

- 4. These will continue as determined by previous agreements.

..... for SEFTON NEW DIRECTIONS

..... for UNISON

..... for GMB

..... for UNITE