



### **Working Together – Joint Statement**

*In Argyll and Bute Council, management and Trade Unions work closely together to develop policies and all aspects of pay and conditions, as well as resolving workplace issues. At times of change, this approach to partnership working is particularly valuable in taking forward our change projects, where issues can be raised on behalf of employees and solutions agreed.*

*This joint statement is important in reiterating our commitment to working together for you all, as employees of the Council:*

*UNISON, Unite, GMB, and the Council Management and HR are committed to working together to support union members in Argyll and Bute Council, and the HSCP. This last year in particular has brought significant challenges to staff and their families. As these challenges have developed along the way the unions have sought to address these through early and ongoing engagement with HR and management to ensure wherever possible that employee's voices are heard and issues quickly resolved. Unions have a long history of working alongside Management and HR and will continue to ensure that the concerns and priorities of our members are at the top of our agenda.*

*The Council recognises and values trade unions as collective representatives of their members. This includes supporting union reps to carry out their duties and activities. This has never been more important or appreciated than during this pandemic as representatives seek to work with us to keep our employees safe, secure and well. Whilst the delivery of services must remain a priority, managers and supervisors are asked to be fully cognisant of the value and contribution reps make to employee relations within the council. Managers and supervisors should ensure that union representatives have the time and space to carry out their vital work and support TU reps to manage their workload, taking into account the role that we ask them to undertake.*

*Pippa Milne*  
**Chief Executive – Argyll & Bute Council**

*Mary Watt*  
**Unison Branch Secretary**

*Ude Joe Adigwe*  
**GMB Scotland Organiser**

*Alison MacLean*  
**Unite the Union Regional Officer**