

SOUTH YORKSHIRE PENSIONS AUTHORITY

14 JANUARY 2016

Report of the Fund Director

TRADE UNION BILL 2015-16

1) Purpose of the Report

To make Members aware that the Government introduced the Trade Union Bill 2015-16 in the House of Commons on 15 July 2015.

2) Recommendation

Members note the report.

3) Background Information

3.1 The Trade Union Bill 2015-16 was introduced in the House of Commons on 15 July 2015. The Bill is due its second reading in the House of Lords on 11 January 2016. It is expected that various trades unions will organise campaigns opposing the Bill during February. As an employer impacted by some of the proposals if enacted Members ought to be aware of the issues raised.

3.2 As far as this Authority is concerned it is thought that if the proposals being put forward are enacted the following matters will affect it:-

- The Bill would extend the period of notice unions must give to employers prior to industrial action from the current seven days to fourteen days;
- The Bill would introduce a power whereby a Minister may require an employer to publish information relating to facility time taken by union officials;
- The Government intends to amend the Bill so it will abolish "check-off" in the public sector which is the system whereby union memberships are deducted from union members' salaries by their employers and paid over to unions.

3.3 The Bill will repeal the existing prohibition on hiring agency staff to replace workers participating in industrial action. This is unlikely to affect this Authority.

3.4 The House of Commons published a briefing paper (CBP-7295) in September. It is 80 pages long and can be accessed via the Parliament website.

4) Implications and risks

4.1 Financial

There are no immediate financial implications arising from this report.

4.2 Legal

There may be specific legal implications arising out of the Bill if it is enacted in its present form.

4.3 Diversity

There are no diversity implications.

4.4 Risk

There are a number of possible implications for the Authority pending the outcome of the legislative process. At the present time it is impossible to be sure what these might be or how best to respond to them. Once the Act is brought into legislation the Authority will need to consider its position.

The Authority is the formal decision-making body for all matters regarding its responsibilities as an employer.

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Background papers used in the preparation of this report are available for inspection at the offices of the Authority in Barnsley

Other sources and references: House of Commons