



St Edmundsbury
BOROUGH COUNCIL

C414

Cabinet 28 March 2012

Recommendations from the Joint Staff Consultative Working Party: 10 February 2012 (Apr12/02)

Cabinet Member: Cllr David Ray

*Chairman of the Working Party:
Mr Howard Cook*

1. Apprenticeship Agreement

RECOMMENDED:-

That the Apprenticeship Agreement, as contained in Appendix A of Report C347, be formally approved by UNISON and St Edmundsbury Borough Council.

Report C347 was submitted to the Working Party which outlined a proposed agreement between Unison, Forest Heath District Council and St Edmundsbury Borough Council. This agreement would clearly define the Councils' commitment to apprenticeships, and ensure a consistent and supportive approach to employing apprentices. A draft of the Apprenticeship Agreement was attached as Appendix A to the Report. For Unison, Mr C Young advised that there had been a longstanding involvement at the Borough Council for engaging apprentices and during the last 7 to 8 years, seven apprenticeships had been established. Of these, five apprentices had subsequently been offered permanent employment with the Borough Council. The practice had, therefore, been regarded as successful, and it had been felt that as a consequence, as a means of consolidating this, it was appropriate to set out the principles upon which apprenticeships would be based in the form of a written agreement. This document would give various assurances to apprentices, such as paid time off for study.

Officers had given assurance at the meeting that the apprenticeship scheme would be available for learning, in the spirit of the apprenticeship scheme, and would only be used for work suitable for an apprentice, not as a replacement for posts which required experience and/or qualifications that are not commensurate with an apprenticeship.