**Formal Consultation**

**19th January 2017**

Following the regular JCC meeting with Paddy Cleary (Unison), Alan Small and Gill Jones (Unite), we have agreed to formally consult on the following:

**Unpaid Leave – we will consult with you on the following options:**

1. To retain the current agreement on 4 days unpaid leave and staff will continue to have a monthly deduction from pay and take the unpaid leave days as part of a shutdown over Christmas and New Year 2017

2. To remove the unpaid leave and monthly deduction with staff retaining 3 days of their own annual leave allocation and the company contributing 1 day leave as a Christmas Gift to all staff. These days would be taken as part of a shutdown over Christmas and New Year 2017

3. To remove the unpaid leave and monthly deduction with staff retaining 3 days of their own annual leave allocation and the company contributing 1 day leave as a Christmas Gift to all staff. For services to remain open and staff to take annual leave at another time agreed by their line manager during the 2017/18 annual leave year.

We have formally opened consultation with both Trade Unions on these options today, 19th January 2017; we propose a consultation period of up to 45 days.

If agreement can be reached sooner to the mutual benefit of all parties, we will close the consultation period sooner and enable any payroll deductions to cease from April onwards at the same time as the negotiated and agreed with Trade Unions, 1% pay rise for all Wirral Evolutions staff is implemented.