

Government Skills Trade Union Action Plan

July 2008

The plan builds on the commitment to effective joint working between trade unions and Government Skills set out in the introduction to the Model Learning Agreement. It serves four specific purposes:

1. It sets out a commitment to joint working in implementing Government Skills' Sector Skills Strategy
2. It sets out how Government Skills and the trade unions will work together to implement the strategy
3. It reflects the commitment of the trade unions to making the strategy work effectively and in the best interest of both employers and employees.
4. It demonstrates the contribution that the trade unions can make to the effective implementation of the strategy.

Issue	Action
Commitment to working with trade unions	<p>Government Skills to receive regular reports from trade unions on the latter's contribution to the skills agenda</p> <p>Government Skills to explicitly acknowledge the role and value of working with unions on the Sector Skills Strategy to all member departments and agencies.</p> <p>Government Skills to actively encourage all member departments and agencies to engage with the unions including supporting ULRs and negotiating learning agreements.</p> <p>Government Skills will work with the trade unions to produce and distribute an updated model learning agreement, which reflects the Skills Strategy and other developments in the sector.</p> <p>The trade unions will provide Government Skills with evidence for the effectiveness of ULRs in promoting workplace learning.</p> <p>The trade unions will produce a sector map showing distribution of Union Learning Representatives</p>

<p>Cooperation in delivery of Sector Skills Strategy</p>	<p>Government Skills will regularly update the trade unions on the delivery of the Sector Skills Strategy.</p> <p>Government Skills will raise awareness among its employers of the value of the role of trade unions in implementing the Sector Skills Strategy.</p> <p>The trade unions, through their ULRs and other promotional methods, will raise awareness among the workforce of the importance the Sector Skills Strategy.</p> <p>The trade unions will work with employers to implement the provisions of the Sector Skills Strategy through, for example, learning agreements, workplans, learning committees and the work of union learning representatives.</p> <p>Where appropriate, Government Skills and the trade unions will draw up memoranda of understanding on the implementation of specific aspects of the Skills Strategy</p>
<p>Working together to improve the quality of training and development</p>	<p>Government Skills and the trade unions will work together to ensure that employees have access to appropriate training and development and qualifications, and to ensure equal access to this.</p> <p>Government Skills and the trade unions will seek to make this provision an exemplar for all UK employers.</p> <p>Government Skills and the trade unions will work together to optimize the benefits for the sector of Government initiatives such as Train to Gain, Skills for Life and the Leitch employer pledge.</p>
<p>Working together to promote create demand for training and learning</p>	<p>Government Skills and the trade unions will promote the role and value of ULRs in delivering the Sector Skills Strategy and workplace learning among its employers through jointly developed literature and events.</p> <p>Government Skills and the trade unions will disseminate comprehensive information on ULRs and the role of the union throughout its employers.</p> <p>The trade unions, through their network of ULRs and through other promotional methods, will raise awareness of the importance of workplace learning and encourage members to</p>

	<p>take up learning opportunities.</p> <p>The trade unions will provide feedback and information to Government Skills on learning needs analyses produced by ULRs and project staff.</p>
Promoting awareness of Government Skills' work with employers and employees	<p>The trade unions will utilise their contact with employers to raise awareness of the work of Government Skills and the Sector Skills Strategy.</p> <p>The trade unions will raise awareness among their membership of the work of Government Skills and the Sector Skills Strategy.</p>
Relating to other Sector Skills Councils	<p>Where it is agreed that the skills needs of particular groups are better met by other SSCs, Government Skills and the relevant trade unions will work together to make sure that those needs are met.</p>
Working together to address Equality and Diversity issues	<p>Government Skills and the trade unions will work together to promote fair and equal access to learning and development.</p> <p>This will be incorporated into the amended model learning agreement, guidance given to employers, and negotiating guidance for trade union negotiators.</p> <p>Government Skills and the trade unions will share information on equality and diversity. On the trade union side this will include statistics gathered from the learning projects.</p> <p>All policies developed by GS and the trade unions will be designed to take forward the duties of public sector organisations to promote equality, in particular in relation to gender, race and disability.</p>
Workplan, timescales and review	<p>Government Skills and the trade unions will agree a workplan based on this Action Plan with timescales and dates for review of the Plan and specific actions within it.</p>

Workplan and action responsibilities

Action Number	Action Detail	Action Owner	Action By date
1	Produce an updated Model Learning Agreement	Government Skills	End October 2008
0	Produce a sector map showing distribution of Union Learning Reps. within government	Trade Union side	End November 2008
3	Agreed MLA to circulate to Employers to highlight awareness of TUS role in the work of Government Skills	Government Skills	End November 2008
4	TUS to circulate to its members a general awareness of Government Skills and the Skills Strategy	Trade Union side	End 2008