New employment model.

As a minimum we would

- Vary some terms and conditions of employment
- Carry out pay and grading review
- Adopt fewer grades
- Create new job descriptions
- Stay within National Agreement
- New working environment and ICT infrastructure
- Agile working

Next steps

- Link pay to contribution
- New performance management approach linked to outcomes
- LA Trading Arm if required to secure more income generation

Host organisation

- New contract of employment and terms & conditions of employment
- Still within National Agreement but keep under review
- Individuals still employed by Councils
- Facilitates culture change
- Stepping stone to ASDEM
- Local control
- Attractive to potential partners

ASDEM

- Create new legal entity
- Staff outside of National Agreement
- TUPE
- Pension issues for individuals and the organisation
- Procurement risk
- Risk of loss of local control
- Service level agreement or Contract
- Financial leverage

APPENDIX D