

THE TRG GROUP

Collective bargaining procedures and consultation with recognised Trades Unions

This Recognition and Procedure Agreement is between The TRG Group and any union to which any permanent employee, contract worker or temporary worker may belong.

The TRG Group believes that fully representative unions lead to good industrial relations and will therefore encourage its employees to belong to an appropriate Trade Union, although membership is not a condition of employment.

The success of The TRG Group is incumbent upon the pursuit of this common objective and shall be by:

- Negotiation, for the purpose of reaching agreements and avoiding disputes.
- Consultation by the exchange of view, and
- Communication by keeping each side fully informed of all pertinent matters.

Each party will recognise their responsibility to plan, organise and manage its activities according to the objectives set by its governing bodies.

Any union should accept that management has a responsibility to keep employees directly informed of matters concerning the activities of The TRG Group, but this does not obviate the requirement under this agreement to negotiate and consult through the recognised machinery on matters covered by this agreement.

The spirit of this Agreement is that collective issues shall wherever possible be settled by the agreed voluntary procedures provided by the Agreement rather than by recourse to industrial action by any party to it.

Full details of the negotiation, consultation and communication processes can be obtained from Petra Gilbert, Manager, The TRG Group.

March 2010