Dear G.M.B. Member

**Central Bedfordshire Hybrid Contract Offer**

We are writing to you after being asked by some of our members to clarify our position in relation to the above

As you will be aware over the past few months Central Bedfordshire Council have been talking to staff about their ideas around new ways of work post Covid and in particular the possibility of offering hybrid contracts to staff.

In February 2022 the Council invited GMB to a meeting to start a 45 day consultation period on how the hybrid contacts would look based on the feedback they had received from staff.

During this time GMB members contacted us mainly to say they would welcome the opportunity to take up the offer of working from home however, some did raise concerns around the start-up payment of £250, changes to mileage claims, rising cost of energy bills and working time patterns/flexi time.

When it came to both the £250 start-up allowance and changes to mileage claims, despite our best efforts to negotiate a better deal, the Council were not moving. As for the rising cost of energy bills the Council saw this more of an issue to be resolved nationally rather than locally. However, GMB did raise concerns that, the offer as it stands might well not be attractive enough for GMB members to take up and if not, some elements of the offer will have to be revisited.

At the end of the consultation period GMB were asked by the Council if we had any objections to them sending out the offer of hybrid contract to our members. As GMB had achieved all it could by way of negotiation and most of our members wished to consider the council’s offer, GMB agreed.

In doing so GMB made it very clear to the Council that, by agreeing to the sending out of the hybrid contracts offer, in no way was GMB advocating or recommending its members take the offer up. In fact, GMB made it very clear to the Council it would be the case for its members to choose **whether or not** to take up the offer on a **voluntary basis**.

At this moment in time not all unions have agreed to sending the offer, but once agreed **it will still be for GMB members to decide on a voluntary basis.**

We hope this clarifies GMB’s position and should you have any further comments/questions please do not hesitate to contact myself or Gordon White the GMB Regional Officer **for** Central Bedfordshire Council, our contact details are below.

Kind regards

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