Implementation timeline – December 2025

July	Aug	Sep	Oct	Nov	Dec
Report to Cabinet recommending approval by Council for enhanced P&R offer	Collective Agreement signed with Trade Unions	Financial data prepared for Contractual colleague letters	Prepare contractual letters for colleagues	Colleague letters issued	Changes to pay, terms and conditions implemented (including pay protection)
Seek Council approval to implement enhanced P&R offer	Procurement process for new Benefits providers			Appeal application window opens	Appeal process starts
				Launch Benefits portal	
	System enhancement to Dynamics/payroll system				