

Agenda

Joint Consultative and Safety Committee

Date: **Tuesday 6 June 2023**

Time: **5.30 pm**

Place: **Council Chamber**

For any further information please contact:

Democratic Services

committees@gedling.gov.uk

0115 901 3844

Joint Consultative and Safety Committee

Membership

Chair Councillor Michelle Welsh

Vice-Chair Councillor Jim Creamer

Councillor Paul Hughes
Councillor Catherine Pope
Councillor Alex Scroggie
Councillor Jane Walker
Councillor Russell Whiting

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AGENDA

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- 1 **Apologies for Absence and Substitutions.**
- 2 **To approve, as a correct record, the minutes of the meeting held on 21 February 2023.** 5 - 7
- 3 **Declaration of Interests.**
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Report of the Head of HR, Performance and Service Planning.
- 5 **Sickness absence** 11 - 17
Report of the Head of HR, Performance and Service Planning.
- 6 **Current staffing issues** 19 - 20
Report of the Head of HR, Performance and Service Planning.
- 7 **Any other item which the Chair considers urgent.**

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MINUTES JOINT CONSULTATIVE AND SAFETY COMMITTEE

Tuesday 21 February 2023

Councillor Alex Scroggie (Chair)

Present: Councillor Roxanne Ellis Councillor Lynda Pearson
 Councillor Andrew Ellwood Councillor Paul Wilkinson
 Councillor Meredith Lawrence

Unison:

Absent: Councillor Paul Feeney, Councillor Helen Greensmith and
 Councillor Barbara Miller

Officers in Attendance: D Archer, B Hopewell and T Najuk

22 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Councillors Feeney, Greensmith and Miller. Councillors Lawrence and Pearson attended as substitutes.

23 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 15 NOVEMBER 2023.

RESOLVED:

That the minutes of the above meeting, having been circulated, be approved as a correct record.

24 DECLARATION OF INTERESTS.

Councillor Lawrence declared a non-prejudicial interest in Item 9 as Vice Chair of the Netherfield Locality Partnership.

25 SICKNESS ABSENCE

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, informing Members of the current levels of sickness absence in the organisation and to examine trends.

RESOLVED to:

Note the report.

26 MINOR STRUCTURE CHANGES

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, highlighting any minor changes to the Establishment proposed by the Senior Leadership Team for implementation outside the formal full JCSC process, following consultation with trade unions.

RESOLVED to:

Note the report.

27 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

28 EXCLUSION OF THE PUBLIC AND PRESS.

RESOLVED:

That, Members being satisfied that the public interest in maintaining the exemption outweighs the public interest in disclosing the information that under Section 100(a)(4) of the Local Government Act 1972, the public and press be excluded from the meeting during the consideration of the ensuing report on the grounds that the report involves the likely disclosure of exempt information as defined in Paragraph 4 of Part 1 of Schedule 12a of the Local Government Act 1972.

29 CURRENT STAFFING ISSUES

The Head of HR, Performance and Service Planning introduced a report, which had been circulated in advance of the meeting, highlighting any issues of particular interest that relates to the Council's workforce.

RESOLVED to:

Note the report.

30 CONSULTATION CLOSURE; STAFFING REVIEW- ECONOMIC GROWTH AND REGENERATION

Consideration was given to a report of the Head of Regeneration and Welfare, which had been circulated in advance of the meeting, to close formal consultation on proposals to alter the structure of the Economic Growth and Regeneration Team and also asked Members to make any appropriate recommendations for consideration by the Chief Executive who, under delegated powers as Head of Paid Service, will authorise the implementation of any structural changes.

RESOLVED:

- 1) That members received comments from employees and trade union representatives; and
- 2) Members expressed their disappointment of the situation, acknowledging the necessity of the restructure but thanked staff for their hard work under difficult circumstances.

31 CONSULTATION CLOSURE- OFFICER DECLARATIONS OF INTEREST

Consideration was given to a report of the Monitoring Officer, which had been circulated in advance of the meeting, to close formal consultation on the proposed creation of a new Officer Declarations of Interest Policy. The report also asked the Committee for comments and recommendations to inform the Appointments and Conditions of Service Committee prior to its decision relation to implementation of a new policy.

RESOLVED:

To close formal consultation on the proposal to create a new Officer Declarations of Interests Policy. No further comments or recommendations were made.

The meeting finished at 6.10 pm

Signed by Chair:
Date:

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Report to Joint Consultative and Safety Committee

Subject: Information item: Minor changes to the Establishment agreed outside the formal full JCSC process (Standing Item).

Date: 6 June 2023

Author: Head of HR, Performance and Service Planning

1. Purpose of the Report

This is a standing information item highlighting to the Committee any minor changes to the Establishment proposed by the Senior Leadership Team for implementation outside the formal full JCSC process but following consultation with trade unions. Such minor changes will not have wide organisational impact and will be authorised for implementation by the Chief Executive under delegated powers.

2. Recommendation

The Committee is asked to note this report.

3. Background

Prior to the minor changes being implemented local trade unions are always consulted. Should there be concern raised during this consultation about any proposal made, the proposal would be taken out of this "shortened process" and placed before the Joint Consultative and Safety Committee for full consideration. All new posts have been job evaluated through formal arrangements.

4. Summary of proposals

Since the last JCSC meeting and at the time of papers being written there have been four staffing proposals affecting the permanent Establishment that have been considered by Senior Leadership Team outside the full JCSC framework;

4.1 Development Management

The jobs within the team have been reviewed and enriched in order to better reflect the demands made on the planning team. A new post of Development Manager (Band 12) has been created and the Principal Planner and Planner posts have been redesigned which has created new posts with the same job title but graded more highly (Band 11 and 9 respectively). Although there were post holders in place that were affected by the proposals, there were sufficient posts available within the new structure to allow placement of all employees who could otherwise have been displaced. An appropriate selection process was applied and no redundancies occurred.

4.2 PASC- Commercial Tree Team

The commercial arboricultural service has now been withdrawn and the tree team associated with the work has been disbanded. There was only one employee directly affected by the proposals and that employee was successfully redeployed into a new post within the PASC service at the same pay grade undertaking work of a similar kind

including the support of the in-house tree team that works on properties managed by the Council.

4.3 Legal Services

The report proposed the increase in hours to the post of Senior Legal Officer - Litigation and Licensing (a temporary increase with the support of the post holder had been in place for some time already) and the creation of an additional Legal Officer (Planning, Property and Contracts) to help support the income generation for the team.

There were no proposals to delete any occupied posts.

4.4 Information and Communication Technology (ICT) Team

Within the team, the posts of ICT Technical Officer and ICT Technical Assistant have been reviewed and enriched in order to better reflect the demands made on the team. New posts with the same job title but graded more highly (Band 8 and 5 respectively) have been created. Although there were post holders in place that were affected by the proposals there were sufficient posts available within the new structure to allow placement of all employees who could otherwise have been displaced. An appropriate selection process was applied and no redundancies occurred.



Report to Joint Consultative and Safety Committee

Subject: Sickness Absence: summary of current trends

Date: 6 June 2023

Author: Head of HR, Performance and Service Planning

1. Purpose of the Report

This is an information item to inform the Committee of the current levels of sickness absence in the organisation and to examine trends. Relevant data is shown at Appendix 1 and Appendix 2; officers will present a verbal report on the context of this data.

As part of the introduction of this item officers will also highlight to the Committee through verbal report, any matters of particular current interest in respect to absence management.

2. Recommendation

The Committee is asked to note this report.

3. Summary of key data

- The summary of trends graph in Appendix 1 shows the outturn for absence for the full year up to March 2023 at 8.28 days. This is an exceptionally good result and is below the target of nine days lost per full-time equivalent employee per year. The Council has been below this target for the previous two months but at the start of the year, rates of absence were running at 11.64 days lost. This represents an improvement of almost 30% between the worst and best months of the year (based on the “year to date” figures).
- At year-end last year the full year outturn was almost 25% above target. In part this was due to the continued effects of Covid with over a quarter of all absences in March last year being due to this reason and over the full year the absence rate due to Covid was over 13%. This year the rate has halved and is now just over 6%.
- Active management of long-term cases of absence continues with regular training being offered to managers to help them to effectively support employees back to work. The number of long-term cases of absence at the end of this year stands at five which is about average for the year. It is recognised that long-term absence does have a material effect on the overall absence rate with long-term sickness in March accounting for over 40% of all working days lost. In addition to training the Council also gives access to a 24/7 counselling and talking therapy service for all employees as well as a fast-track physiotherapy service through referral by HR.

- Appendix 2 shows the reasons for absence over the last financial year. The top three reasons for absence were; depression or stress (not necessarily work-related), post-operative recovery and muscular/ skeletal problems. The table also shows the reasons for absence for last year.

Last year there has been a marked increase in the amount of absence due to depression and stress. The last employee survey did indicate that 34% of people felt that their mental health had worsened during lock-down. The high level of absence due to this reason has remained high again over the last year.

Measures that have been put into place to support employees include:

- An online bespoke mental health awareness package has been made available across the Council
- There has been continued active promotion of the Council's employee assistance programme (EAP) that is open to all employees and offers a variety of "talking therapies" as well as general relationship and financial advice and signposting. This service is publicised not only on the intranet but also by means of posters at the depot and leisure centres.
- Two training courses were delivered through external provision at the start of this year. The courses aimed to provide support both to team members who may have felt that they needed help to improve their mental health and also to team managers to help them to support members of their team.

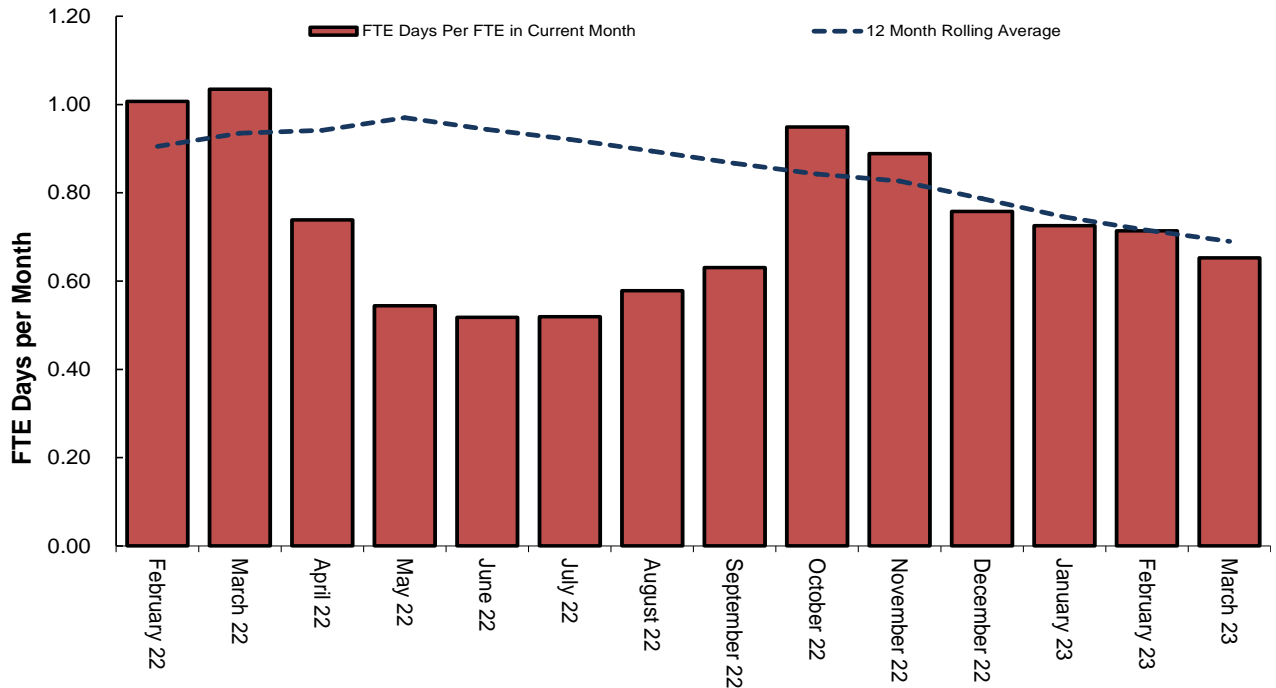
The level of absence relating to muscular/ skeletal is a little higher than last year. Similar to issues of "back pain" that was one of the top reasons for absence last year, the cases predominantly fall within front-line areas of the business. The Council has a fast-track referral scheme for physiotherapy to help support people with medical problems that relate to mobility issues.

Although post-operative recovery is also one of the top three reasons for absence this year, other than to be generally supportive and looking for creative ways to assist people to make a return at the earliest safe opportunity (things like applying a "phased return") it is hard to be able to influence the rates of absence for such cases.

Overall, the managers of the Council remain focussed on sickness absence as an issue and recognise its importance from a financial, business and social perspective.

Summary of trends graph; year to date at March 2023

Summary of Trends



Month	Total Absence %	12 Month Average (%)	FTE Days per FTE in Current Month	FTE Days per FTE 12 Month Average	FTE Days per FTE per Month Average
February 22	5.04	4.25	1.01	10.86	0.91
March 22	4.50	4.35	1.03	11.22	0.94
April 22	3.89	4.39	0.74	11.30	0.94
May 22	2.59	4.36	0.54	11.64	0.97
June 22	2.35	4.31	0.52	11.32	0.94
July 22	2.47	4.19	0.52	11.05	0.92
August 22	2.63	4.09	0.58	10.73	0.89
September 22	3.00	3.98	0.63	10.40	0.87
October 22	4.52	3.90	0.95	10.11	0.84
November 22	4.04	3.82	0.89	9.92	0.83
December 22	3.99	3.70	0.76	9.44	0.79
January 23	3.46	3.54	0.73	8.94	0.75
February 23	3.57	3.42	0.71	8.58	0.72
March 23	2.84	3.28	0.65	8.28	0.69

Year to date absence data, by service area with six month trend

Days Lost Per FTE Employee: Year to March 2023

Year to date trend

Service	Section	Fte At Start	Fte At End	Average Fte	No Emps Sick FTE	FTE Days Lost	FTE Days Lost per FTE	% Rate of absence	Days lost 1 month ago	Days lost 2 months ago	Days lost 3 months ago	Days lost 4 months ago	Days lost 5 months ago	Days lost 6 months ago
Corporate Resources	Customer Services	19.78	18.18	18.98	14.46	469.47	24.74	9.82%	24.79	23.17	22.37	22.15	21.77	19.85
	Democratic Services and H&S	7.69	9.30	8.49	5.61	32.06	3.77	1.50%	4.03	4.64	4.38	3.93	2.19	1.83
	Financial Services	11.54	9.43	10.49	5.93	46.10	4.40	1.74%	5.17	6.03	5.38	4.09	4.24	4.91
	HR, Performance and Svs Planning	4.74	4.95	4.84	1.59	6.58	1.36	0.54%	2.95	2.95	2.80	2.80	2.08	2.04
	Information & Communications Technology	8.00	8.00	8.00	4.00	102.00	12.75	5.06%	12.63	11.13	9.63	9.50	10.13	9.38
	Legal Services	4.46	3.65	4.05	1.81	17.41	4.29	1.70%	4.92	4.42	4.60	4.60	4.60	4.17
	Revenues	12.17	12.17	12.17	5.72	50.09	4.12	1.63%	3.68	3.38	3.59	3.42	2.92	3.56
		3.00	2.00	2.50	1.00	2.00	0.80	0.32%	0.67	0.67	0.67	0.67	0.67	0.67
Service Total:		71.37	67.68	69.53	40.12	725.71	10.44	4.14%						
Environment, Communities & Leisure	Community Relations	4.95	4.95	4.95	1.65	16.86	3.41	1.35%	3.41	3.41	4.07	4.07	4.41	4.41
	Leisure Services	55.15	55.20	55.18	30.36	317.49	5.75	2.28%	6.43	6.94	8.07	8.99	9.78	10.60
	Parks and Street Care	51.61	49.61	50.61	34.36	729.13	14.41	5.72%	15.01	16.79	17.99	19.34	20.19	20.57
	Public Protection	30.11	31.11	30.61	14.76	152.24	4.97	1.97%	4.69	4.64	4.54	4.50	4.61	3.64
	Transport and Waste	62.04	57.76	59.90	32.38	477.72	7.98	3.16%	8.33	8.33	9.71	10.92	11.40	13.03
		3.00	2.00	2.50	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00	1.67
Service Total:		206.86	200.63	203.74	113.51	1693.45	8.31	3.30%						
Regeneration, Development and Comms	Communications	4.50	4.50	4.50	2.00	8.00	1.78	0.71%	1.48	1.48	1.48	0.59	1.16	1.30
	Development Services	16.69	15.69	16.19	4.00	100.00	6.18	2.45%	6.18	5.99	5.99	4.61	2.70	1.44
	Economic Growth and Regeneration	4.00	4.54	4.27	1.00	10.00	2.34	0.93%	2.29	0.46	0.00	0.00	0.00	0.00
	Facilities- Community Centres	3.81	2.81	3.31	2.59	97.57	29.47	11.69%	33.55	36.34	39.61	42.58	40.11	35.49
	Planning Policy	4.05	3.05	3.55	0.84	8.18	2.30	0.91%	2.02	2.02	1.93	0.73	0.25	0.25
	Projects	0.00	1.00	0.50	1.00	1.49	2.97	1.18%	2.97	0.00	0.00	0.00	0.00	0.00
	Property	8.15	10.15	9.15	4.70	73.30	8.01	3.18%	8.73	10.45	12.36	14.74	17.39	19.41
	Welfare Support	16.83	17.49	17.16	7.93	53.19	3.10	1.23%	2.88	3.89	3.77	4.03	4.20	4.29
		3.00	3.00	3.00	1.00	1.00	1.00	0.13%	1.00	1.00	0.00	1.00	0.00	1.00
Service Total:		61.04	62.24	61.64	25.07	352.72	5.72	2.27%						
Grand Total:		339.27	330.55	334.91	178.70	2771.88	8.28	3.28%	8.58	8.94	9.44	9.92	10.11	10.40

Current month's absence data, by service area with six month trend

Days lost per FTE employee: March 2023

Current month trend

Service	Section	Fte At Start	Fte At End	Average Fte	No Emps Sick FTE	FTE Days Lost	FTE Days Lost per FTE	% Absence	Days lost 1 month ago	Days lost 2 months ago	Days lost 3 months ago	Days lost 4 months ago	Days lost 5 months ago	Days lost 6 months ago
Corporate Resources	Customer Services	18.18	18.18	18.18	1.51	11.40	0.63	2.73%	1.59	2.46	2.46	2.87	3.43	3.05
	Democratic Services and H&S	9.30	9.30	9.30	0.50	0.83	0.09	0.39%	0.09	0.00	0.54	0.65	0.51	0.00
	Financial Services	9.43	9.43	9.43	0.50	0.83	0.09	0.38%	0.00	1.63	1.56	0.10	0.44	0.00
	HR, Performance and Svs Planning	4.95	4.95	4.95	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.72	0.04	0.00
	Information & Communications Technology	8.00	8.00	8.00	1.00	18.00	2.25	9.78%	2.50	2.75	1.25	0.00	1.13	0.00
	Legal Services	3.65	3.65	3.65	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.43	0.00
	Revenues	12.17	12.17	12.17	1.81	9.80	0.81	3.50%	0.41	0.00	0.17	0.49	0.41	0.00
		3.00	2.00	2.50	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00	0.67
Service Total:		68.68	67.68	68.18	5.32	40.86	0.60	2.61%						
Environment, Communities & Leisure	Community Relations	4.95	4.95	4.95	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00	0.00
	Leisure Services	54.80	55.20	55.00	5.93	27.77	0.50	2.20%	0.28	0.32	0.30	0.19	0.49	0.89
	Parks and Street Care	49.61	49.61	49.61	6.00	59.27	1.19	5.19%	1.10	1.26	1.55	1.91	2.33	1.03
	Public Protection	31.11	31.11	31.11	2.76	13.58	0.44	1.90%	0.70	0.42	0.49	0.95	1.27	0.31
	Transport and Waste	58.76	57.76	58.26	7.86	56.24	0.97	4.20%	1.04	0.43	0.15	0.82	0.10	0.29
		2.00	2.00	2.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00	0.00
Service Total:		201.22	200.63	200.93	22.55	156.86	0.78	3.39%						
Regeneration, Development and Comms	Communications	4.50	4.50	4.50	1.00	3.00	0.67	2.90%	0.00	0.00	1.11	0.00	0.00	0.00
	Development Services	15.69	15.69	15.69	0.00	0.00	0.00	0.00%	0.00	0.00	1.86	2.04	1.26	0.72
	Economic Growth and Regeneration	3.73	4.54	4.14	0.00	0.00	0.00	0.00%	1.69	0.42	0.00	0.00	0.00	0.00
	Facilities- Community Centres	2.81	2.81	2.81	0.65	14.92	5.31	23.08%	5.14	6.66	5.08	5.08	4.85	0.46
	Planning Policy	4.05	3.05	3.55	0.00	0.00	0.00	0.00%	0.00	0.00	1.19	0.48	0.00	0.00
	Projects	1.00	1.00	1.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00	0.00
	Property	10.15	10.15	10.15	0.27	0.81	0.08	0.35%	0.48	0.40	0.03	0.00	1.26	1.62
Welfare Support	18.08	17.49	17.79	0.00	0.00	0.00	0.00%	0.17	0.94	0.33	0.06	0.17	0.00	
		3.00	3.00	3.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00	0.00
Service Total:		63.02	62.24	62.63	1.92	18.73	0.30	1.30%						
Grand Total:		332.92	330.55	331.74	29.78	216.45	0.65	2.84%	0.71	0.73	0.76	0.89	0.95	0.63

Long term (20 days+ in month)/ short term sickness analysis for March 2023

Analysis of Short and Long Term Absence - March 2023

Head of Service	Section	No Occurrences Long Term	Total No Occurrences Absent	Long Term FTE Days Lost	Total FTE Days Lost	Long Term as a % of Days Lost	Long Term as a % of Occurrences
Corporate Resources	Customer Services	0	2	0.00	11.16	0.00%	0.00%
	Democratic Services and H&S	0	1	0.00	0.82	0.00%	0.00%
	Financial Services	0	1	0.00	0.82	0.00%	0.00%
	Information & Communications Technology	0	1	0.00	17.61	0.00%	0.00%
	Revenues	0	2	0.00	9.77	0.00%	0.00%
Head of Service Total:		0	7	0.00	40.19	0.00%	0.00%
Environment, Communities	Leisure Services	0	12	0.00	29.13	0.00%	0.00%
	Parks and Street Care	2	7	42.07	58.26	72.21%	28.57%
	Public Protection	1	3	9.09	13.00	69.91%	33.33%
	Transport and Waste	1	8	22.50	55.10	40.84%	12.50%
Head of Service Total:		4	30	73.66	155.50	47.37%	13.33%
Regeneration, Development	Communications	0	1	0.00	2.94	0.00%	0.00%
	Facilities- Community Centres	1	1	13.92	13.92	100.00%	100.00%
	Property	0	1	0.00	0.81	0.00%	0.00%
Head of Service Total:		1	3	13.92	17.67	78.80%	33.33%
Grand Total:		5	40	87.59	213.36	41.05%	12.50%

Sickness Reasons April 2022- March 2023

Reason	Working days lost: Self-certified	Working days lost: Medically certified	CURRENT YEAR Days lost per condition as a % of total days lost	LAST YEAR Days lost per condition as a % of total days lost
(0000) Unknown or unspecified sickness absence	2	0	0.07%	1.31%
(0001) Injury at work	0	0	0.00%	0.12%
(0002) Injury, not at work	22	166	6.29%	1.12%
(0003) Respiratory system problems	54	28	2.74%	1.07%
(0004) Cold, flu, sore throat or similar	202	96	9.97%	5.63%
(0005) Digestion	81	35	3.88%	5.25%
(0006) Depression, stress or similar	36	746	26.16%	25.76%
(0007) Headache, migraine or similar	18	8	0.87%	0.73%
(0008) Pregnancy- related	11	27	1.27%	0.10%
(0009) Gynaecological problems	12.5	24	1.22%	0.19%
(0010) Operation or post-operative recovery	19	426	14.89%	12.62%
(0011) Hospital visit	2.5	45	1.59%	0.36%
(0012) Kidney problem or similar	13	0	0.43%	0.38%
(0013) Heart or circulation problems	11	21	1.07%	3.17%
(0015) Arthritis, rheumatism or similar	1	10	0.37%	0.17%
(0016) Dental problems	5	0	0.17%	0.00%
(0018) Nasal problems	3	0	0.10%	0.00%
(0019) Dizziness, vertigo or similar	2	1	0.10%	0.07%
(0020) Other reason for absence	27	56	2.78%	1.86%
(0021) Problems with glands	4	0	0.13%	0.00%
(0022) Problems with ears	8	0	0.27%	0.14%
(0023) Problems with eyes	5	0	0.17%	0.41%
(0024) Viral infection (not cold etc)	15	22	1.24%	0.17%
(0025) Back problem	25	173	6.62%	13.74%
(0026) Muscular/ skeletal problems (not back)	45	281	10.90%	8.68%
(0027) Cancer Treatment (not screening visits)	0	7	0.23%	3.53%
(0030) Coronavirus	123.5	65	6.31%	13.43%
(029) Swine Flu	5	0	0.17%	0.00%
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Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)

Date: 6 June 2023

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1. Purpose of the Report

This is an information item highlighting to the Committee, any issues of particular interest that relate to the Council's workforce.

2. Recommendation

The Committee is asked to note this report.

3. Summary of current issues

3.1 National pay

National pay award changes apply from 1 April each year. It is often now the case that settlement is achieved some months after the application date.

On 30 January this year a pay claim for NJC employees (most employees of our Council) was tabled by UNISON, GMB and UNITE for an award of:

- RPI (10.7%)+2% on all grades; so a pay rise of 12.7%
- A minimum rate of £15 (our current local minimum is £11.18)
- Other changes to terms and conditions including a reduction in the working week by two hours, additional welfare leave and application of a home working allowance.

The JNC for Chief Executives has also submitted a pay claim for a rise in salary not less than the equivalent to the percentage award that will be applied the top pay point in the national NJC scale.

For the JNC for Chief Officers the claim was for a pay rise of RPI+2% and an additional two days' leave.

Currently, settlement has not been achieved for any of the groups other than Chief Officers (for our Council this means Directors and Heads of Service) for whom a national pay offer of 3.5% has been accepted by the Employees' Side.

The Employers' Side has made a "full and final offer" to NJC employees of an increase of £1,925 per annum (pro rata for part time). For NJC employees unions are now conducting ballots to determine what action to take. GMB members have rejected the pay offer (64% to 36% against) and the union has indicated that unless negotiations are not reopened and a revised offer made then they will move to

industrial action ballot in some areas. UNISON is currently conducting a ballot to determine if members are supportive of industrial action. If action is taken, it could commence as late in the year as September.

3.2 Equality, Diversity and Inclusion

Earlier in the year the Council commissioned an external training provider to produce a bespoke on-line training course to update employees on current thinking in relation to equality, diversity and inclusion. This will be a mandatory training programme and almost all office-based employees have now completed the course. During the coming year the HR Team will be working with managers of front-line services to identify appropriate methods of training delivery for those teams that do not have ready access to a computer.

The training material is also open for use by Elected Members.