

Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)

Date: 16 May 2017

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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. Summary of current issues

2.1 It has now been a year since the local pay review. Predominantly, since the review of pay, the organisation has been able to successfully fill posts in occupational areas that for a number of years have been very difficult to recruit into.

Due to the new grading structures applied, almost every contracted employee will have seen an increase in pay this April as they progress to the middle or top of the new pay grades. This is on top of the national 1% pay award that applies for the year.

2.2 As reported at the last committee, a review of the current Sports and Social Club provision is being undertaken.

The current club operating on a monthly subscription basis will be wound up around June this year and be replaced with a "subscription-free" staff association called "Our Gedling". The Our Gedling brand will be applied to a variety of events and staff initiatives that will be designed to support employees' health, wellbeing and engagement.

It is hoped that a barbeque event for employees can be arranged in June that will serve to introduce the new associating and to recognise the valued contribution that the current Sports and Social Club has made over many years.

The STEPs Group will take on the organisation of quarterly events and it is hoped that a range of employees can be encouraged to set up and run "interest groups" or smaller events on a more regular basis.

The Council already runs or supports a number of activities or events that are relevant to employee engagement or wellbeing, for example the annual health fair, the employee conference and the annual employee awards. These events together with others like them will be branded under “Our Gedling” to help improve awareness of the package of support being offered by the Council.

3. Recommendation

The Committee is asked to note this report.