

Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)

Date: 13 March 2018

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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 The Employers' Side have made an offer for the national pay award for NJC employees (the national terms and conditions that cover most of our workforce). The offer has not yet been agreed by the Trade Union Side.

In summary, the offer is a two year pay deal running from April 2018 to March 2020. It has been constructed as a response both to the government's national pay agenda that commits to an ambition that the lowest levels of pay should be around £8.75 per hour from 2020 (the National Living Wage- NLW) and also to the removal of the public sector pay cap that has stood at 1% for a number of years.

For year one there is a bottom-loading of an award between spinal column points (SCP) 6-19 with the bottom pay point set at £8.50 per hour. For SCP 20 and above, a flat rate increase of 2% is applied. These increases will result in a national pay bill increase of 2.71%.

In year two the bottom pay point will be set at £9.00 per hour (to give some future-proofing against changes in the NLW). Due to compacting of differentials with the bottom-loading of the pay scale again, spinal column points up to the current SCP 28 will be merged in pairs. A flat rate award of 2% will be applied to the remaining pay points. This will result in an increase to the national pay bill of 2.8%.

The total national pay bill increase over the two years will be over 5.5%.

The measures detailed in the year two settlement will affect the Council's grading structure and potentially there may be issues relating to job evaluation of posts if SCP pairing means that differentials in pay between team members and supervisors is lost. The local position is not yet certain and work will be done later in the year with report being brought back to this committee.

The Trade Union Side representing JNC Chief Officers have put forward a claim for a 2% pay award for this and next year. An Employers' Side response is awaited.

2.2 Each year East Midlands' Councils runs a "Local Government Challenge" event. The event lasts for a full day (with preparation beforehand) and is based around the running of a fictitious district councils and the range of challenges that it might face. It is a developmental event and has a real reputation for being tough but hugely rewarding. Teams from local authorities across the whole of the East Midlands enter.

In East Midlands' Councils' own words, *"The Challenge is designed to test you on your Local Government knowledge and skills, as well as allow you to work outside your day to day environment and comfort zone. In completing the Challenge you have exposed yourself to an intense environment which, we admit, is designed to be over the top and full on."*

This year, the Team from Gedling enjoyed particular success:

Challenge category	Placing
Leader meetings	Top quartile – Runner Up
Partnerships (inc partner meetings, sponsor meetings, Tweets, emails)	Mid quartile
Residents' Magazine	Mid quartile
Presentation	Top quartile – 1st
Press conference	Top quartile – 1st
Crisis management	Bottom quartile
Overall	2 nd place - 41 points (1 st place = 45 points)

The team did a great job, but more importantly, in their feedback they talked about how much each of them had got out of the day in terms of personal development and how much they enjoyed working together to solve very difficult challenges.

3. Recommendation

The Committee is asked to note this report.