

## **Report to Joint Consultative and Safety Committee**

**Subject:** Current staffing issues (Standing Item)

**Date:** 26 February 2019

**Author:** Chief Executive  
Service Manager; Organisational Development

### **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**

- 2.1 At the last meeting of this committee consultation closed in respect to proposals made to adopt a revised local pay scale to reflect changes being made to the national local government pay spine.

These proposals, together with recommendations made by this committee were put to the Appointments and Conditions of Service Committee (ACSC) of 19 December. The recommendation of this committee was that the original proposal be amended to reflect Union's view about the way that employees paid within pay Band 2 and 3 were "transitioned" into the new pay points within the band.

The ACSC accepted the recommendation of this committee and approved the application of the new pay points within our pay scales but with the amended method of transition between existing and new pay points. The new arrangements will be applied from 1 April.

- 2.2 The Council has again this year entered the East Midlands' Councils' "Local Government Challenge" event. The event lasts for a full day (with preparation beforehand) and is based around the running of a fictitious district council 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."*

Last year the team enjoyed particular success achieving an overall second place.

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.