

Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)

Date: 25 August 2020

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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 At previous meetings of the committee it was reported that the NJC Trade Unions had lodged their annual pay claim that would apply from 2020 with the National Employers. The claim was for a:

- 10% pay increase
- one-day increase in annual leave
- two-hour reduction in the working week
- review of workplace stress and mental health

Since the start of the Covid-19 pandemic the Trade Union side have reconsidered their position and have now balloted their membership on the Employers' side offer of:

- a 2.75% pay increase;
- a one-day increase in the Green Book minimum level of annual leave;
- joint work on mental health.

Consultation commenced on 22 June and was due to run for approximately six weeks. At the time of writing no result had been declared.

No update has been received for the JNC for Chief Officers' and Chief Executives' claims.

3.2 The employee engagement group (Our Gedling Group) continues to meet monthly through Teams. The group organises many of the annual major employee events including our employee awards, employee conference, staff BBQ, annual trip and Christmas party. Most of these events have been cancelled for the year although the group is looking into the possibility of running a virtual employee awards event just before the Christmas recess.