

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

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

**Date:** 31 August 2021

**Author:** Head of HR, Performance and Service Planning

### **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 Following the government's decision to lift most Covid restrictions on 19 July and then to remove the need to self-isolate due to contact with people who are Covid-positive, the workforce has now begun to properly return to work, and in most cases a system of hybrid (office/home) working is being adopted. These changed ways of working in office environments are being phased in to take account of the redesign work in the foyer and also the roll-out of the new technology needed to support the new arrangements. Front-facing areas of the council including Environmental Services and Leisure continue to operate a full range of services.

3.2 The National Employers for the NJC (the terms and conditions under which most staff of the council are employed) have made a revised pay and conditions offer in response to the Union Side claim of a 10% pay award for all employees plus other changes to terms including an increase to basic holiday entitlement. In summary the Employers' Side pay offer is now:

- With effect from 1 April 2021, an increase of 2.75% on NJC pay points 1 and 1.75% on all other pay points from point 2 upwards.

The employers have also confirmed that they would wish to explore discussions on three other elements of the claim, as follows:

- A national minimum agreement on homeworking policies for all councils
- An agreement on a best practice national programme of mental health support for all local authorities and school staff
- A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave

Separately, a final pay offer of 1.5% has been tabled by the Employers' Side for both the Chief Executive and for Chief Officers (here this means Heads of Service and Directors).