

Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)

Date: 15 November 2022

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 National and local pay

The detail of the 2022/23 pay offer was reported to this committee at its last meeting in August.

Both UNISON and GMB have now accepted the National Employers' final pay offer for NJC staff (which covers most of our workforce). Unite, the third union to be nationally recognised for local government pay bargaining has not accepted the proposed pay deal but the national agreement only requires that a majority of members support the proposal and so the offer of £1,925 will be added to all NJC annual salaries (pro rata for part time employees) and back-dated to 1 April this year.

The same award will be applied to JNC Chief Officers. Nationally, Chief Executives have yet to accept a pay offer.

For NJC staff the award also includes an additional day's leave to be applied to all employees (again pro rata for part-time employees) with effect from 1 April 2023.

Locally there are proposals to make additional payments to lower paid staff to recognise the difficult financial position. These proposals cover both a one-off payment to help support employees in posts up to Band 6 and consolidated payments that are designed both to improve the salary of the lowest paid employees as well as being an aid to future recruitment. The details of these proposals are brought to this committee under separate report.

3.2 Staffing

3.2.1. The committee is asked to note the departure of the Corporate Director of Environment, Communities and Leisure who has resigned from the Council.

3.2.2 Also to note is the appointment of our new health and safety team. A copy of the item that appeared on the staff intranet is shown below.



Meet your new Health and Safety Team

24th October 2022

We would like to introduce you to the new Health and Safety Team that are here to support you with any of your needs or concerns.

Rebecca Hutchinson (left) is the new Health, Safety and Emergency Planning Manager. Rebecca joins Gedling from Bolsover and northeast Derbyshire District Council, where she worked as part of the Joint Health and Safety Team for eight years. Rebecca has completed her level 6 diploma in applied health and safety and is currently working towards chartered status with IOSH.

Sarah Merrell (right) is the new Health and Safety Advisor, having moved from our Leisure Team where she worked for over 15 years. For the last eight years, Sarah was the Assistant Manager for Carlton Forum Leisure and acted as the health and safety lead for the site. Sarah has completed the IOSH managing safety course and is about to start her NEBOSH General Certificate in Occupational Safety and Health.

Both Rebecca and Sarah are working full time from the Civic Centre but will be also making site visits and hot desking at the depot. The health and safety office can be found on the first floor or the Civic Centre, near to the Finance Department.

If you have any health and safety questions or concerns, contact:

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