

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

**Subject:** Current staffing issues (Standing Item)  
**Date:** 24 February 2015  
**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. Summary of current issues**

2.1 The Employee Awards took place on the afternoon of 11 December in the Council Chamber. This annual event is a celebration both of employees who have completed training qualifications as well as those that have been nominated for the "Stars of Gedling" awards. Employees receiving awards, their managers, colleagues and councillors were all invited to this popular event which proved to be a real success.

This year's Team of the Year was the PASC Management Team, the Manager of the Year was Duncan Adamson (Revenues and Benefits) and the Chief Executive's Award went to Sue Healey for her work to support the Council's Charity Group.

2.2 Since the last committee there has been national pay settlement for the bodies responsible for the conditions of service that apply to most of our workforce with staff receiving a headline award of 2.2% and our Corporate Directors receiving an award of 2%, both payable from January 2015 for the period until March 2016.

Notification for any pay award by the JNC for Chief Executives is still awaited.

Further in relation to pay, Members are directed to the recommendation agreed by the December Appointments and Conditions of Service Committee in the report that introduced the annual Pay Policy Statement, which was that the committee, "Note the pay differential with other

neighbouring local authorities and to ask officers to bring forward recommendations relating to pay and reward to address this potential threat.”

Work is commencing to examine pay levels and differentials within the organisation both in respect to management roles and also certain occupational areas. In order to obtain an impartial and objective view, an external review will be commissioned and should there be any areas of concern highlighted, these will be reported back to this committee in due course together with any recommendations for change.

2.3 The collaboration arrangements between Gedling, Newark and Sherwood, and Rushcliffe Borough Councils continue to work well in relation to the shared Masters of Public Administration programme. A joint management event is planned for 12 March to which the current candidate cohort will be invited. The event is designed to explore current “hot topics” that might affect or be relevant to the three organisations. It is hoped that the research carried out by the candidates both for regular assignments and the more major dissertation at the end of the programme can be fed into the three organisations to improve the ways that we conduct business.

2.4 Much work has been accomplished over the last year in respect to organisational development; regular employee survey work across a range of subjects has now become the norm, the leadership and management training programmes are running well with both internal and external candidates and senior management is more regularly exposed to healthy external challenge to make us think harder about our culture and how we deliver our services. In order to apply focus and structure to this area of work to ensure better, joined-up outcomes, the Chief Executive is to establish an “Organisational Development Board” (the name of which is yet to be decided).

The purpose of this board will be to identify, and where possible, improve the ways that we meet the expectations of both our customers and our staff. The board is likely to comprise a range of officers from service areas, the Organisational Development Team, the employee engagement group (STEPS) and from unions.

The final scope for the board is being worked up with a work programme being drafted that draws from the service plans proposed for 2015-16.

### **3. Recommendation**

The Committee is asked to note this report.