

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

**Subject:** Current staffing issues (Standing Item)  
**Date:** 23 February 2016  
**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**

Since the last meeting of this Committee there has been much activity that relates both to the reorganisation of the Council staffing structure and also to employee engagement.

2.1 In December the National Employers (NJC for Local Government Employees) made a final two-year pay offer to the Trade Union Side of a headline increase of one per cent on 1 April 2016 and 2017. This offer has been rejected by the Trade Union Side but the National Employers have confirmed that they will not enter into arbitration to reach settlement. The Trade Union response is now awaited.

To further complicate the matter of national pay, from April 2016 the Government's National Living Wage (NLW) will begin to be applied across all employment sectors including local government. A minimum pay rate of £7.20ph will be introduced although this will not impact us as an employer as already our normal minimum pay rate is £7.82ph. By 2020 the NLW is predicted to be around £9.35 per hour which will have an impact on pay (and costs of external contracts) both at this Council and nationally. There will also be impact on pay structures in respect to job evaluation and this will be a matter for consideration over coming years.

A similar offer of a one per cent rise for each of the next two financial years has been made to Chief Officers. The Trade Union Side response to this is awaited.

2.2 The management review previously brought to this committee for consultation and later approved through the Appointments and Conditions of Service Committee is now well underway. The posts of Director of Health and Community Wellbeing and Director of OD and Democratic Services have both been filled and a majority of new posts within these new structures have been populated.

A number of new senior posts including those of Deputy Chief Executive and Director of Finance, Service Manager- Customer Service and Communication and Service Manager- Planning and Economic Development are currently in the process of being advertised externally.

2.3 The “Spring Conference” took place in early February. This is the annual conference arranged between the “collaboration partners”- Gedling, Rushcliffe and Newark and Sherwood District Councils.

The event was attended by senior management teams from the three organisations together with candidates from the first two cohorts of the shared Masters in Public Administration programme and the two graduates from the National Graduate Development Programme who are shared between the organisations.

Along with sessions delivered by external speakers that concentrated on change management and the role of the “21<sup>st</sup> Century Public Servant”, the day also focussed on forging closer ties with our partners. The event was helpful in forming and re-enforcing strong and relevant professional links.

### **3. Recommendation**

The Committee is asked to note this report.