

Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)

Date: 24 May 2016

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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. 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 now been accepted by Unison and GMB but been rejected by Unite. Although Unite recognise that the majority of unions do accept the offer made they have confirmed that they will not sign off an agreement as it stands. The National Employers are now considering the effect of this decision and working to identify a way forward.

A similar offer of a one per cent rise for each of the next two financial years has been made to Chief Officers and to Chief Executives. Both groups have accepted the offers made and the awards have been implemented from 1 April.

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 almost concluded. As reported at the last meeting of this committee, 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.

Since the last meeting the posts of Deputy Chief Executive and Director of Finance, and Service Manager- Customer Service and Communication have both been filled.

The work to fill the post of Service Manager- Planning and Economic Growth is still underway after failing to fill following selection interviews at the end of April.

2.3 The local pay review has now concluded and implementation of improved rates of pay has been implemented across the whole workforce. Our support teams worked hard against tight deadlines and the new pay rates were applied in April's salaries for around 500 employees including the change to terms and conditions for our service managers.

2.4 The end of April saw the introduction of an Employee Benefits Scheme run through P&MM. The site has been "soft launched" through letters to each employee to tell them about the benefits that include savings at a huge range of shops such as Sainsbury's and Argos together with reduced prices for activities, holidays and local cinemas.

Just under 20% of employees have already registered for the scheme in the first week. There are plans to now begin to promote the benefits of the scheme on a regular basis through the internal communications channels to help increase take-up over a period of time.

3. Recommendation

The Committee is asked to note this report.