

REPORT FROM THE EMPLOYMENT COMMITTEE CHAIRMAN TO THE MEETING OF FULL COUNCIL ON WEDNESDAY, 14 OCTOBER 2015

Since my election to this role in late May I have been busy with:

Establishing - a working relationship with the relevant officers, in particular Claire Shand, Head of Resources.

Appointment of Chief Executive – in particular the preparations and arrangements for the special Employment Committee meeting in August, whose recommendations you confirmed at last month's Full Council. And subsequently the arrangements for the open appointment process – job description, person specification, advert, short-listing and actual interview dates. The latter is over 18 and 19 November and we should have a recommendation for Full Council on 25 November. The Panel now constitutes 8 Members with the inclusion of an IMG member and will be Chaired by myself. At all stages of the preparations I have consulted with all Committee and Panel members.

Workforce Plan – a great deal of work has been undertaken with officers, Unison and the support of Cllrs Stubbings, Hutchinson and Bacon on developing a meaningful workforce plan. I am grateful to the officer who leads on this and think that he has appreciated my hands-on help!

September Employment Committee – at one of the two scheduled committee meetings in the Council diary we considered:-

- An **update on current HR issues** (impact of the government-defined 'National Living Wage' on our budget; the latest Trade Union Bill; government rules on 'fluent English speakers' in the public sector; zero hour contracts; public sector redundancy caps; and volunteering leave). We agreed to recommend that the Executive make representations to Government on the Trade Union Bill that deduction of union subs. from payroll should be continued, given that the unions pay for that service. Please feel free to ask me if you want to know any more on any of these issues.
- **Organisational Indicators** for the first quarter of 2014/15. Commentary from the Committee was very specific on - the need for comprehensive delivery of performance management reviews; and that managers must be attending attendance management and (particularly) mental health awareness training.
- An **update on the Terms and Conditions Review** - that was agreed as part of the 2015/16 budget strategy to save £200k this year and £616k next year. It was noted that consultation with the recognised staff unions is ongoing around a number of contentious areas – in particular reduction in the contracted working hours per week by the use of unpaid leave, and a reduction in staff mileage rates – and it was unanimously agreed that this should continue.

- **Job Evaluation** and new pay structure – the successful completion and implementation of this was noted and all those involved in delivery were thanked for their contributions.

Councillor Geoff Lumley
Chairman of the Employment Committee