

Appendix B – Workforce Update

Purpose

For information.

Summary

This report sets out the key workforce policy developments that have taken place since the last Board meeting.

Recommendation

That members of the Resources Board note the report.

Action

As directed by members.

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Pay negotiations

Local Government Services

1. The new Local Government Services pay spine that was part of the two-year pay agreement reached earlier this year will be introduced in April 2019. The workforce team has continued to work with regional employers and other regionalised networks to support councils in taking forward the practical implications of the potential changes to pay structures.

Youth & Community/Soulbury

2. Two year agreements have reached covering Youth & Community and Soulbury negotiating groups. The agreements will apply 2% increases for both groups in each of September 2018 and September 2019. The agreement for youth workers includes an element of bottom loaded that reflects increases for lower paid Green Book employees.

Firefighters

3. For firefighters two per cent has been agreed as an interim increase from July 2018 while negotiations continue on broadening the role of firefighters. Any agreement will be dependent on new funding from the UK government and the devolved administrations.

Teachers

4. The Department of Education (DfE) confirmed arrangements to fund teachers' pay increases (3.5 – to 1.5 per cent) above the one per cent anticipated increase and in-line with the statutory pay and conditions [document](#).
5. This decision excludes teachers' who are employed centrally by local authorities (3800 full time equivalent) the majority of which provide music services. The LGA has lobbied hard for the estimated £5.5 million funding gap to be covered by the pay grant. The Secretary of State has responded explaining that the complex nature of the funding streams makes it difficult to include in any formula and so is expecting local authorities to manage these costs.
6. The funding totalling £508 million covers a 19 month period up until March 2020. Future funding of these ongoing costs will be subject to next year's spending review.
7. Local authorities are expected to be in a position to distribute the DfE grant to maintained schools in this Autumn term as [published in the pay grant allocations](#).

Foundation Living Wage

8. The Living Wage Foundation (LWF) has just announced the increase in the 'voluntary' living wage from next April. It will increase from £8.75 to £9 an hour, an increase of 2.9

per cent. This means that it will exactly match the lowest rate within the NJC agreement when the new pay spine is introduced on 1 April. While this is positive, it does not change the long established national employers' position that the adoption of the LWF rate is a matter of local choice.

Greenwich settlement of term-time only employees' annual leave claim

9. The Royal Borough of Greenwich has approved a proposal to settle claims brought by its term-time only employees, and backed by Unison and GMB, concerning the calculation of their pro-rata annual leave entitlement.
10. The council had calculated the annual leave for term-time only employees by using their working weeks (i.e. 39) as a proportion of a full-time employees total working weeks plus annual leave (i.e. 52.179). This resulted in a figure of 23.17 days. However, the term-time only employees argued that the calculation should be based on a full-time employee's working weeks only (e.g. 44.4), which results in a higher annual leave entitlement of 27.2 days.
11. The council proposes to accept the unions' settlement offer, rather than let the matter be determined by an employment tribunal, as it believes losing the case could result in a far greater liability, plus costs.
12. The settlement is expected to cost the council £3.7 million. This represents the cost of the shortfall in annual leave going back five years and three months. The revised method of calculation will be used with effect from 1 April 2018 onwards.
13. Press reports indicate that Unison is pursuing one other case against a council and investigating whether action can be taken in two others.
14. Guidance on the employment terms and conditions of term-time only employees, including in relation to the calculation of annual leave, developed by an NJC working party, is in the process of being finalised by both sides.

Pensions

15. Discussions continue with Government and employee representatives via the public sector scheme advisory boards of the Teachers, Firefighters and Local Government pension schemes in respect of the funding implications of the potential employer contribution and member benefit increases from 2019. A verbal update on those discussions will be provided to the meeting.

Workforce Strategy Team

Direct Support to Councils

16. During the course of this financial year we have provided direct support to approximately sixty five local authorities. This casework varies from the provision of pay and grading advice to organisational design and employee engagement. Importantly; it often requires

the team to help elected members resolve the most complex senior manager employee relations casework.

Modern Digital Workplaces

17. We have produced the first two videos in a series of case studies looking at how adopting new technologies is changing the nature of work and employment in local authorities. We are also working with MHCLG to explore ways of supporting digital leadership capability for senior officers as part of the Local Digital Declaration launched at this year's LGA conference.

Good Practice

18. The workforce team has provided support to both of the new unitary councils in Dorset. This support has been at an officer and elected member level. Early meetings of both shadow authorities were attended by Cllr Roger Philips and Baroness Scott, who were able to provide a member perspective on reorganisation based on their experiences at Herefordshire and Wiltshire respectively. At an officer level we provided advice on the timetable for recruiting a new top management team; advised on the design of senior management roles and competencies; and, finally on the appropriate salary for the chief executive and directors at both Councils. This enabled both local authorities to go to the external market and recruit high quality candidates through a process of open competition

Social Work Health Check

19. The social work health check tool is a key element of the Standards for Employers of social workers and it should be completed annually to enable employers to assess whether the practice conditions and working environment of the social work workforce are safe, effective, caring, responsive and well-led. The new online version of the Health Check will be going out to Adult Services this month and to Children Services in December and results will be analysed by the LGA Research Team and Workforce.

Census of Chief Executives and Chief Officers

20. We have just completed fieldwork the census of chief executives and chief officers. Based on a healthy return of 43 per cent, the headline findings are below.
21. The cadre of senior officers is largely white and in their 50s. The gender split is much more even than the wider workforce which is roughly three-quarters female. The majority work full-time and are members of the pension scheme.
22. A full report will be prepared in due course.

Ethnic Origin

White	82.4%
Asian	2.5%
Black	2.3%
Mixed	1.0%
Not available	11.8%
<i>Base</i>	<i>2977</i>

Age

Mean	50.6
Median	51.6
Minimum	27
Maximum	71
<i>Base</i>	<i>2908</i>

Gender

Male	52.7%
Female	46.8%
No information	0.2%
Prefers not to say	0.3%
<i>Base</i>	<i>3125</i>

Membership of LGPS

In full scheme	92.8%
In 50/50 scheme	2.0%
Not in scheme	5.3%
<i>Base</i>	<i>3180</i>

Full time/part time

Full time	94.1%
Part time	5.9%