

Workforce Board – report by Mayor Sir Steve Bullock (Chair)

Pensions

1. The employer consultation on the proposals for a new Local Government Pension Scheme commenced in late June and will run until 27 July. A full range of local government and non local government scheme employers together with other representative organisations are being consulted.
2. Although final proposals for the Teachers Pension Scheme have been published the NUT and NASUWT will be balloting their members on strike action in the Autumn over pensions, professional practice, working conditions and workload.

Local Government Services

3. The LGA Chairman wrote to UNISON's General Secretary, Dave Prentis, on 30 April to invite him to a meeting. That meeting has now been scheduled to take place on 24 July. The LGA's Chief Executive will also be in attendance.
4. A meeting of the National Joint Secretaries was held on 9 May at which the Employers' Secretary shared in confidence with the unions a brief paper setting out the broad principles of the Employers' reform agenda.
5. A meeting of the National Joint Secretaries, with the LGA's Chief Executive in attendance, has been planned for 31 July. It is hoped that at that meeting both Sides can agree to establish a sound basis for doing business together based on partnership working.
6. A meeting of the full Employers' Side of the NJC has been scheduled for 17 July and members will receive updates on all developments since they last met on 17 December 2011.

Fire

7. The National Employers responded to the Employees' Side 3.5 percent pay claim at the meeting of the National Joint Council for Local Authority Fire and Rescue Services on 7 June 2012. Members indicated that they would be minded to consider some level of increase but only in the context of achieving some element of reform to conditions of service and with a view to agreeing to work jointly on a wider agenda of reform.

Youth and Community

8. At a meeting of the JNC on 20 June the Employers informed the unions that they were unable to make a pay offer for 2012. However, the Employers are keen to avoid a similar situation in 2013 and have therefore invited the Staff Side to begin discussions on reform of the national negotiating machinery with a view to reaching agreement for implementation on 1 April 2013.

School teachers

9. NEOST attended an oral evidence session with the School Teachers' Review Body on 22 June. The purpose of the session was to build upon the Review Body's understanding of NEOST's written evidence on the issues of local pay and making greater links between pay and performance. The Review Body's report is due for publication on 28 September 2012.

Public Health Workforce Issues

10. Work continues guidance and support for councils working on the transition of public health staff:
 - 10.1 Urgent discussions have been taking place to finalise the detailed terms of the TUPE-like transfer schemes that will be drafted over the coming months. The LGA has been fully involved in these discussions.
 - 10.2 The task-and-finish group looking at pension options for new starters will produce recommendations in July.
 - 10.3 The LGA is heavily involved in finalising upcoming Department of Health statutory guidance on the appointment, role and responsibilities of Directors of Public Health. The LGA is working to ensure that councils retain all the discretion they need as local employers.

Universal Credit

11. The Workforce Team is working closely with other colleagues to clarify the legal situation around the potential for transfer of displaced benefits administration staff to the new bodies that will administer universal credit.

Career Framework for Social Workers

12. The NJC for Local Government Services has established a sub-committee to look at issues in career development for social workers following the publication of our benchmark role profiles late last year.

Mutuals / Social enterprise

13. The workforce team are working with OPM to research and publish eight local authority case studies. We hope to cover a broad range of different local authorities and service areas. We are working closely with other colleagues within the LGA, local partnerships, and cabinet office to develop learning and plan future events.

Registration for Social Workers

14. The LGA Workforce team is now working with the Health Professions Council (HPC) soon to be HCPC in order to inform councils of the changes in registration.

Layers and Spans of Control

15. A Layers and spans of control toolkit was launched at one of the Workforce workshops at the LGA conference and is now available on the LGA website to help local councils in creating structures for future councils.

Contact officer: Sarah Messenger **Position:** Head of Workforce
Phone no: 020 71877342 **E-mail:** sarah.messenger@local.gov.uk