

**Item 3(i)**

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

**Pensions**

1. The Public Service Pensions Bill which is intended to enable the implementation of all of the new public service schemes including the LGPS from 2014 and the Teachers Pension Scheme from 2015 is now in committee stage.
2. There are aspects of the Bill which are a cause for concern in respect of the agreement we have reached with the trade unions for the LGPS. We are currently in the process of agreeing with the trade unions a set of proposed amendments to the Bill for submission when it reaches the Lords. We are also continuing to meet with the Bill team to try and reach agreement on government sponsored amendments.

**Local Government Services**

3. On 17 October the Trade Union Side of the National Joint Council (NJC) formally tabled their pay claim for, 'a substantial flat rate increase on all scale points as a step towards the longer term objective of restoring pay levels and achieving the living wage as the bottom NJC spinal column point'.
4. Over the course of the past few months we, along with colleagues in the Regional Employer Organisations, have been discussing with councils what approach the Employers should take in negotiations with the unions. As a result of those conversations we understand that the consensus view of most councils is that there should be an appropriate pay offer but that pay should be just one element of a broader package that would include reform of some terms and conditions.
5. Whilst those informal discussions have given the Employers an indication of councils' views, the Employers are mindful that councils have begun the budget-setting process for next year so have agreed with colleagues in the Regional Employer Organisations not to hold regional pay consultation briefings this year. We believe that councils would be better served by the negotiating process getting under way quickly so that any agreement with the unions is achieved in good time ahead of the end of the financial year. However, the Employers are clear that should we reach the stage of getting a potential deal with the unions, the final say will rest with councils. The Employers will at that time conduct a formal consultative ballot that sets out the proposals in detail.

**Public Health Workforce Transition**

6. As the transfer date for public health services approaches, the LGA has been running a series of regional workshops on practical HR issues jointly with the Department of Health and the trade unions. Events in London and Birmingham were heavily over-subscribed and well-received. Further dates are planned to give councils up-to-the-minute information on, for example, the process for transferring staff and future pension options.

**Fire**

7. The NJC for Local Authority Fire and Rescue Services reached agreement in September to commence work on two reviews:

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- 7.1 Commitment to work jointly and with a view to reaching agreement on reform of the pay framework, alongside terms and conditions. That review to be concluded by June 2013 and
- 7.2 Commitment to a separate, evidence-based, shorter-term review on appropriate mileage rates.
8. Substantial work has already been carried out jointly in respect of the mileage rates review and negotiations are expected to conclude shortly. Work has also commenced on the second longer term review with the National Employers continuing to consider their approach to this review. Joint discussion is at an early stage.

**Youth and Community**

9. The National Youth Agency (NYA) is coordinating the development of an Institute for Youth Work which is aimed at raising the profile and status of youth work, support for professional development and an opportunity to shape youth work policy. The NYA has agreed to provide support to the project with resources for the next two years following which the Body would require membership income and donations.

**Soulbury**

10. On the 23 October the National Employers formally responded to the Officers' Side claim for 2012 which was for a 'significant increase on all Soulbury pay scale points and the London allowances from 1 September 2012. Following a consultation the National Employers stated that they were unable to make a pay offer for this year. The Soulbury Committee did agree to have further joint secretarial discussions, without prejudice, to look at joint guidance in respect of some conditions of service.

**School Teachers**

11. The School Teachers' Review Body submitted its 21st report to the Secretary of State on 26 October. It has yet to be published but will include recommendations on a more market facing pay framework, reform of the pay scales to more effectively link pay and performance and other pay and conditions reforms to raise the status of the profession and support recruitment and retention of high quality teachers. Once the report has been published the National Employers' Organisation for School Teachers (NEOST) will submit a response.

**Health and well-being**

12. The LGA has put in a joint bid for funding to Sports England with the Fitness Industry Association to launch a 'Great Stuff' offer to councils.

**Social Impact Bonds**

13. The Department of Health will be inviting expressions of interest from councils this month to join the trailblazer scheme for Social Impact Bonds as a method of funding and delivering adult social care.

**Social enterprise/mutuals**

14. The programme of research is now complete and eight case studies are available on both the LGA website and the workforce pages of the Knowledge Hub. We are working with colleagues in the programmes team to deliver four regional events promoting good practice in this area.