

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

### **Pensions**

1. The third reading of the Public Service Pensions Bill took place in the House of Lords on Tuesday 26 February. The LGA, working with local government trade unions, has been successful in lobbying for amendments to the Bill.
2. The Government has amended clauses on retrospection, negative revaluation, scheme managers and boards, member representation, and the extension of other schemes. The Government has also given assurances and clarification around the issue of scheme closure, the employer cost cap for the Local Government pension Scheme (LGPS), and provision for fair deal in the LGPS.
3. The Bill now returns to the House of Commons and is expected to be enacted in the coming weeks.
4. Work continues between the LGA, local government trade unions and the Department for Communities and Local Government (DCLG) on putting in place scheme regulations for the LGPS from April 2014. Two further consultations are expected this month; one is a second iteration of the draft LGPS Membership, Contributions and Benefit regulations (originally issued for consultation on 21 December 2012) and also a consultation on draft LGPS Transitional Provisions covering the protections in place for existing scheme members.

### **Local Government Services**

5. At a meeting of the National Joint Council Executive on 21 of February, the National Employers asked the Trade Union Side of the National Joint Council for Local Government Services to consider two options in response to their pay claim. These are set out below:

#### **Option 1**

- 5.1 1.0 per cent on all pay points from 1 April 2013;
- 5.2 National Joint Council (NJC) mileage rates replaced by HMRC Approved Mileage Rates (<http://www.hmrc.gov.uk/rates/travel.htm>) for those councils currently applying NJC rates, from a date to be agreed (*Green Book Part 2 Para 12 and Part 3 Para 6 refers*);
- 5.3 Unilateral arbitration clause replaced by bilateral reference, from date to be agreed (*Green Book Constitution Para 17 refers*);
- 5.4 An increase in the minimum paid annual leave entitlement from 21 days to 22 days, from a date to be agreed (*Green Book Part 2 Para 7.2 refers*);
- 5.5 Increase in continuous service entitlement for the purposes of calculation of entitlements to annual leave, occupational maternity leave / pay and occupational sick pay from return to service within five years to within ten years of the original transfer, from a date to be agreed (*Green Book Part 2 Para 14.2 and 14.3 refers*);
- 5.6 Joint statement providing a list of the issues on which both Sides agree to commence immediate serious discussions.; and
- 5.7 All dates for implementation of changes to be agreed as part of final deal.

#### **Option 2**

- 5.8 1.0 per cent on pay points 4 to 10 from 1 April 2013; and

**Item 3 (i)**

5.9 0.6 per cent on pay points 11 and above from 1 April 2013.

6. The meeting was adjourned and the unions have undertaken to consider the options before them and to give us their response in the next few weeks.

**Public Health Workforce Transition**

7. The Secretary of State has issued the final version of the transfer schemes that will be used to move public health staff to local government, as well as other NHS staff moving elsewhere, on 1 April. The documents have been made available to councils who are urged to study them carefully before making decisions on their local options. Advice is available from the LGA which has sought to ensure that councils have as much flexibility as possible in making local changes, whilst acknowledging the need to provide Transfer of Undertaking (Protection of Employment Regulations (TUPE) - like protections for staff.

**Fire**

8. The NJC for Local Authority Fire and Rescue Services is currently working on two joint reviews. The first relates to reform of pay and terms and conditions and a workshop for members of the Employers' Side and advisers was held recently to continue formulation of the Employers' Side aspirations in preparation for joint discussion. The second relates to identification of an appropriate mileage rate for Grey Book staff. The Employers' aspiration is to move to HMRC rates.

**Youth and Community**

9. The National Youth Agency (NYA) continues to coordinate the development of an Institute for Youth Work. The National Employers are seeking greater clarity on the role and status of the Body but in principle has given it its support.
10. The annual workforce survey is being undertaken of the youth and community workforce employed in both local authorities and the voluntary sector in England and Wales. The results of the survey are expected to inform the 2013 pay round.

**Soulbury**

11. At the last Soulbury Committee meeting, the National Employers agreed to hold Joint Secretarial discussions on elements of the Officers' Side 2012 claim. As a result of this, joint guidance is to be produced on consultation and negotiation with the Soulbury unions at a local level and guidance on the employment of Trainee Education Psychologists has been reissued. The Officers' Side has also asked for guidance on job evaluation and will provide a specification on this for consideration by the National Employers.

**Workforce Podcast**

12. In our spring edition of our Workforce News podcast we look at what councils are doing to prepare for the radical changes facing our sector. Joanna Killian, Chief Executive of Essex County Council, and Kieran Humphrey, Partnership Contract Manager from Bournemouth Borough Council, talk about the service transformation work they are undertaking and explain the impact of this on their workforces. We also talk to Adam Barker from the LGA about how some councils are changing to deliver their services through employee mutuals.

**Management levels of accountability, layers and spans**

13. The workforce team are working with Stanton Marris to develop a cost effective tool for local authorities who wish to review the number of layers and spans of control within their organisations.

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