

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

1. As this will be my last report as Chair of the Workforce Board I would like to take the opportunity to thank political colleagues of all parties who have worked together over the last eight years on both the board and the negotiating bodies. These have not been the easiest of times but I believe we have come together to work in the best interests of Local Government. I would also like to thank the officers, past and present who have served the board during that time for their **unstinting** support. I am pleased to be able to depart on a positive note starting with the outcome of the recent pay negotiations.

### **Negotiations**

2. **Local Government Services** – Unison and GMB members voted to accept the National Employers' offer of 1% from April 2013, plus the deletion of the lowest pay point from October 2013. At the time of writing the outcome of the consultation by Unite is awaited. Over the coming months, the LGA will be consulting authorities through a series of regional meetings as to whether, in the absence of any appetite from the unions to seriously engage in reform to terms and condition at national level, whether national bargaining should merely concern itself with pay. The consultation will also consider what support authorities may want from the LGA to achieve reform locally.
3. **School teachers** – NEOST submitted evidence to the School Teachers' Review Body (STRB) on 18 June to inform its recommendations on (a) the pay framework for school leaders, (b) the provisions for allowances, other pay flexibilities and pay safeguarding and (c) the framework for non-pay conditions of service. The Review Body will report in January 2014. On 27 June the STRB's 22<sup>nd</sup> Report, containing recommendations for the September 2013 pay award, was published. It recommended a 1% uplift to all pay points and allowances. This was argued for by NEOST as a fair and appropriate award to avoid additional complexity at a time of otherwise unprecedented change to teachers' pay and conditions and to avoid a further detrimental effect on motivation and morale.
4. **Youth and Community** – The 2013 JNC Workforce Survey was completed. The survey gathers information on staff numbers, pay and workforce characteristics and provides the JNC with accurate pay and workforce details for national negotiations. This year there has been a 52% response rate and a key finding from the survey was that overall the total number of both full and part-time employees had decreased by 7% in the last year. The decreases in workforce were to be found amongst the support worker range and professional range but were offset by numbers moving to other pay schemes in the sector.
5. **Teachers in Residential Establishments** – Pay and conditions for teachers employed in residential children's services establishments were aligned with teachers under the School Teachers' Pay and Conditions Document in 2007.
6. **Fire – National Joint Council for Local Authority Fire and Rescue Services**
  - 6.1. **Mileage rates review** – agreement was reached to alter the mileage rates applicable to essential and casual users. This has been introduced on a phased

basis commencing on 1<sup>st</sup> July 2013 with all essential and casual users covered by a simple link to Her Majesty's Revenue and Customs approved rates by 1<sup>st</sup> April 2014. This will provide significant savings to fire authorities and remove the burden of tax administration.

- 6.2. **Pay, terms and conditions** – the NJC committed to work jointly on changes identified by each Side to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession.
- 6.3. **Pay award 2013** – agreement was reached to apply a 1% across the board increase to basic pay and to continual professional development payments with effect from 1<sup>st</sup> July 2013

### **Pensions**

7. LGA has worked with trade unions in order to minimise the impact of the ending of contracting out proposed in the Pensions Bill. This change is estimated to cost LGPS employers over £800m per annum from 2016 onwards and discussions are currently being held with bill committee members to seek recognition of the issue and to actively investigate solutions.

### **Strategy**

8. **LGA conference 2013** – The Workforce team ran two sessions at conference this year, which were well attended and received. The first was a workshop on 'Re-shaping your workforce' and the second was a sub-plenary on 'Taking your workforce with you' which demonstrated how engagement of employees is crucial to delivering improved services both now and in the future.
9. **Public Health** – Public health staff moved smoothly into local government despite considerable challenges in intensive negotiations involving the workforce team which continued until shortly before the transfer date. The final terms of the transfer gave considerable flexibility to councils as they think about future terms and conditions and there are encouraging signs of strong local developments. A good relationship with Public Health England has been developed as part of moves to ensure that councils continue to receive the advice and support they need, especially on employing senior medically qualified staff.
10. **Future Councils: Future Workforce** – The LGA Workforce team launched its future workforce offers this year, including pay benchmarking, layers and spans of control, workforce planning, the employee value proposition, a roadmap for change to help councils with the transformational change which they are experiencing.

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