

## **Workforce Board – report by Cllr Jim McMahon (Chair)**

### **Pensions**

1. Work continues on regulations to implement the new LGPS from 2014 with consultations on both the benefit regulations and governance recently completed. Regulations are expected to be made in October.
2. The shadow LGPS Scheme Advisory Board had its first meeting on 15 July followed by the first round of its five sub-committees. Details of the board, its members and its meetings can be found on the board microsite [www.lgpsboard.org](http://www.lgpsboard.org).
3. We are maintaining pressure on government to commit to a solution for the increase in National Insurance Contributions of £800 per annum that employers will face from 2016 due to the abolition of contracting out. The next steps will be taken while the Pensions Bill makes its way through the House of Lords in September.

### **Local Government Services**

4. **Local Government Pay 2013:** Agreement has been reached in respect of the pay awards for local government services ('Green Book') and Craft & Associated employees ('Red Book') with effect from 1 April 2013. The new rates of pay can be found online here: <http://www.local.gov.uk/workforce-local-government>
5. **NJC Job Evaluation Scheme:** The NJC has produced a number of important updates and clarifications to the NJC JE Scheme Guidance, along with 59 new School Model Role Profiles and two new Technical Notes. Details are online here: <http://www.local.gov.uk/workforce-local-government>

### **Public Health workforce transition**

6. The National Joint Council for Local Government Services public health sub-committee, which is designed to ensure that local government takes the lead on public health workforce issues, met in June and July. To date, the sub-committee's work has focussed on supporting local authorities through, for example, the production of job evaluation guidance and the design of a series of regional seminars on public health workforce issues.

### **Fire**

7. The Fire Brigades Union (FBU) has registered trade disputes with Government Ministers in England, Wales and Scotland on the matter of pension scheme reforms. As a consequence it is currently undertaking a ballot of its members with a view to taking strike action. The ballot closed on 29<sup>th</sup> August.
8. Recognising that this is a dispute between the union and Ministers, the LGA is nonetheless mindful of the implications for the public and businesses should the ballot result in a yes vote and strike action is taken. Therefore in addition to FRAs putting in place appropriate contingency arrangements at local level, we have approached the FBU seeking agreement to general minimum level of cover arrangements at local level during periods of strike action. In addition, we have been in discussion with the FBU on providing support in respect of attendance at very large scale incidents (usually referred to as Gold Command incidents). These discussions have been in the context of taking sensible precautions given it is possible that should the ballot support strike

action then such action could begin with as little as 7 days' notice. It should not be interpreted as pre-judging the outcome of the ballot.

9. To assist fire authorities that may wish to provide information to employees in relation to the pension scheme reforms, the LGA has issued information outlining where relevant DCLG information can be found as well as a number of useful point in respect of a very specific issue in relation to maintaining fitness levels.

### **School Teachers**

10. In its 22<sup>nd</sup> Report, the School Teachers' Review Body (STRB) recommended an uplift to all pay points and allowances. The consultation on the Report and the latest draft 2013 School Teachers' Pay and Conditions Document (STPCD) ended on 26 July. The National Employers' Organisation for School Teachers (NEOST) supported the recommendations in the Report and asked for changes or clarifications in respect of a number of provisions of the STPCD. A copy of NEOST's response can be obtained from Anita Jermyn ([anita.jermyn@local.gov.uk](mailto:anita.jermyn@local.gov.uk)). The 2013 STPCD has now been published and came into force on 1 September.
11. NEOST representatives will attend an oral evidence session with the STRB on 20 September in respect of the latest remit on the pay framework for school leaders, the provisions for allowances, other pay flexibilities and pay safeguarding and the framework for non-pay conditions of service.

### **Youth and Community**

12. The JNC Youth and Community Trade Union Side's claim for 2013 was for '*A substantial rise on all grades and allowances from September 2013*' and for the '*removal of the bottom pay points, so that the starting salary point for a Youth Support Worker would be pay point 5*'. The National Employers have made an offer of 1% for this year. The Trade Union Side is undertaking a consultation with its members before it responds in September.
13. The 2013 JNC Workforce Survey has been completed and will be published shortly. 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 within the support worker range and professional range but were offset by numbers moving to NJC terms and conditions as well as other pay schemes in the sector.

### **Soulbury**

14. The Soulbury Trade Unions have submitted a claim for 2013 which is for:
  - 14.1 On pay, a significant increase on all Soulbury pay scale points and all pay-related and London allowances from 1 September 2013;
  - 14.2 On conditions of service, the restoration of the Essential Car User Allowance where travel and work patterns justify it; and
  - 14.3 A new Soulbury workforce survey which will seek a clearer picture of the changes affecting the workforce in terms of job losses, out-sourcing and changes to pay and conditions at a local level.

15. The National Employers are undertaking a consultation of local authorities through the regions on the claim and aim to respond formally to the Trade Union Side in October.

**Strategy Team**

16. In the latest edition of the Workforce News podcast, three local authority Chief Executives, Joanne Rooney from Wakefield Council, Martin Reeves from Coventry City Council and Kersten England from York City Council give us an insight into the conversations at the LGA/PPMA/SOLACE round-table events in May about managing workforce issues at a local and a national level. And Phil Bundy, Employment Law Adviser, explains the main points of the Government's planned reforms of employment law. View the podcast on our website ([www.local.gov.uk/workforce](http://www.local.gov.uk/workforce)).

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