

Note of Actions and Decisions

Title: Workforce Programme Board

Date and time: 13 September 2011, 11.30am

Venue: The Westminster Suite, Local Government House, Smith Square

Attendance

Position	Councillor	Council
Chairman	Mayor Sir Steve Bullock	LB Lewisham
Vice Chair	Stephen Knight	Richmond upon Thames RB
Deputy Chairs	Norman Murphy	Scarborough BC
	Roger Phillips	Herefordshire UA
Members:	Ian Grant	West Lancashire BC
	Mary Malin	Kettering BC
	Chris Saint	Stratford on Avon DC
	Ivan Ould	Leicestershire CC
	Nick Small	Liverpool City
	Ian Greenwood	Bradford MDC
	Gordon Kemp	Vale of Glamorgan CBC
Substitute:	Dave Allan	Sunderland City
	Simon Shaw	Sefton MBC
Participating Observers:	David Simmonds	LB Hillingdon
	Anna Freeman	WLGA
	Peter Brooks	Chair, NARE
Apologies:	Jane Storey	Suffolk CC
	Ken Thornber CBE	Hampshire CC
	Sue Murphy	Manchester City
	Steve Comer	Bristol City
	Brian Baldwin, OBE	Wigan MBC
In attendance:	Sarah Messenger; John Ransford; Jon Sutcliffe; Terry Edwards; Fatima de Abreu (LG Group)	

Item	Decisions and actions	Action by
1	<p>Membership and Terms of Reference</p> <p>The Chairman welcomed the Board and invited Members to introduce themselves.</p> <p>The Chairman had agreed a request for NARE to nominate an elected member to have observer status at this and future meetings. The Chairman welcomed Cllr Peter Brooks (Chair of NARE).</p> <p>Decision <i>Members noted the New Membership and agreed the Terms of Reference 2011-12.</i></p>	
2	<p>The Workforce Programme Plan</p> <p>Members noted the Programme Plan and Risk Log and were informed that Board's priorities were consistent with the approach to programme areas and the emphasis on specific outputs for the LG Group.</p> <p>Members discussed the aims and confirmed changes to the bullet points in the summary as follows:</p> <ul style="list-style-type: none"> • Support Councils to develop a productive, <i>motivated</i>, flexible, skilled and appropriately structured workforce; • Ensure Councils are supported by an affordable and flexible pay, rewards and conditions system; • Work jointly with other employers within a place to deliver <i>best possible services</i> and achieve value for money for local citizens; • Generate income for the Group through the Workforce Consultancy Team. <p>Decision <i>Members noted the Workforce Programme Plan and agreed the proposed changes to the wording within the aims summary.</i></p> <p>Action</p> <ul style="list-style-type: none"> • Officers to pursue these objectives and provide regular updates on progress. 	Sarah Messenger
3	<p>Negotiations update (Confidential item)</p> <p>Members discussed updates on the latest developments in the principal negotiating groups:</p> <ul style="list-style-type: none"> • Local Government Services pay issues; • Teachers' Pay and Conditions consultation; • Latest positions on the NJC for Local Authority Fire and Rescue Services; 	

- Regional pay briefings.

The Board noted that a report on the future for national bargaining and engagement with the trade unions would be prepared for the next meeting in November.

Members discussed activity relating to Europe and the three European Employer networks, CEEP/PPE, CEMR-EP and EFEE. Members agreed that it would be useful to have an officer with European expertise at the next meeting.

Decision

Members noted the update.

Action

Officers to proceed with:

- Negotiations under the aegis of the various employers' sides, informed by members' observations;
- The Health and Safety and European work programme;
- Arrange for European officer attendance at the next meeting in November to discuss activity related to Europe.

Sarah
Messenger

4 Pensions update (Confidential item)

John Ransford (LG Group's Chief Executive) was in attendance for this item.

Several attendees declared non-prejudicial personal interest in this item:

Members: Sir Steve Bullock; Cllr Greenwood; Cllr Ian Grant; Cllr Ivan Ould (member of TPS); Cllr Stephen Knight.

LG Group Officers: Sarah Messenger; Terry Edwards; Jon Sutcliffe and John Ransford.

Members received an update on recent developments and current negotiations, on the proposed increase in employees' contributions to the LGPS and the TPS.

Members requested further clarification of the LGPS timeline and it was agreed that further information would be circulated to Members and Cllr Brooks via email as soon as it was available.

Decision

Members noted the report.

Action

- Officers to circulate updates via email when available.

Terry Edwards

5 Workforce Policy and Strategy (Confidential item)

Members received a report on the Workforce Strategy Team's work and current activities.

The Board noted correspondence between the Rt. Hon Theresa May and the Chairman of the LG Group with regard to equal pay.

Members were asked to note arrangements for an event on top pay on 16 November 2011, chaired by Sir Steve Bullock.

Cllr Brooks requested that NARE be given early opportunity to comment on any concordat regarding public health.

Decision

Members noted the report.

Action

- Officers to disseminate updates as available.

Jon Sutcliffe

6 Notes from the Previous Meeting

The note of the last meeting was agreed.

Date of next meeting: Tuesday 15 November 2011 at 11.30am,
Local Government House