

## Work Programme Priorities: Workforce Activity to Date

Work Stream: Workforce	
Priority	Detail
<b>Skills and Apprenticeships</b>	<ul style="list-style-type: none"> <li>• Raised profile of new LGA Skills Champion with councils through regional employer networks.</li> <li>• Responded to a Government consultation on apprenticeships.</li> <li>• Surveyed councils in early 2016 on their skill priorities.</li> <li>• Agreed actions for 2016 on raising awareness with members on Local Government workforce skills issues.</li> </ul>
<b>Pensions</b>	<ul style="list-style-type: none"> <li>• Assisting government in interpreting and putting into context the 8 Local Government Pension Scheme (LGPS) asset pooling proposals submitted.</li> <li>• Continue to provide LGPS funds with a route to obtain clarification of requirements on pooling and access to government officials.</li> <li>• Liaising with DCLG and Financial Conduct Authority (FCA) to ensure that the retail status of Local Authorities under MiFID II from 2018 will be able to be effectively managed within the pools.</li> <li>• Will be providing support, but not a preferred solution, for pools working together on a national infrastructure framework.</li> <li>• Continue to influence government in order to manage expectations for the July proposals to meet the reality of what can be achieved within committee cycles.</li> </ul>
<b>The new National Living Wage</b>	<ul style="list-style-type: none"> <li>• Currently seeking responses from suppliers to carry out the initial research on the impact of the Living Wage. This will involve an analysis of existing research and interviews with a small sample of councils and other stakeholders. Later in the year we will arrange a roundtable event to consider both the outcome of the research and wider implications of the National Living Wage (NLW).</li> <li>• This work is a prelude to developing options for a new pay spine that meets the challenge of the likely level of the NLW by 2020, while remaining affordable. The national employers made a two year pay offer to the unions that sought to eat-in to the significant increases that need to be made by then. The aim of the new pay spine will be to do this and create a logical pay spine at the same time.</li> </ul>

<b>Work Stream: Workforce</b>	
<b>Priority</b>	<b>Detail</b>
<p><b>Employment law/TU reform, including the referendum on Europe and the impact on employment rights.</b></p>	<ul style="list-style-type: none"> <li>• Responded to a range government consultations (including those on the Trade Union Bill, the capping of exit payments for public servants and open recruitment).</li> <li>• The negotiated proposals for changing Britain’s relationship with the EU do not in themselves have significant employment law impacts. Clearly a vote to leave would raise fresh questions about the impact on the UK’s employment law framework and we will look at this, if the situation arises.</li> </ul>
<p><b>The integration of the health and social care workforce</b></p>	<ul style="list-style-type: none"> <li>• Attending a number of Department of Health (DH) and NHS strategic workforce development forums to ensure outputs have effective focus on the local government context.</li> <li>• Preparing for launch of our “return to social work” resource aimed at linking registered social workers who are not practicing with current vacancies.</li> <li>• Funding the second phase of development of an apprenticeship route for family support workers in partnership with the Association of Directors of Childrens Services (ADCS).</li> <li>• Developed benchmark role profiles for new social care roles through the Job Evaluation Technical Working Group with the trade unions.</li> <li>• Published a guidance note with unions on use of market pay supplements which can be important in middle-upper ranks of social work/care specialist roles.</li> <li>• Taking part in a series of workshops aimed at improving approaches to shared workforce planning and behavioural change across organisations that are integrating services.</li> <li>• Other projects at an advanced stage or about to commence include: <ul style="list-style-type: none"> <li>• Producing a podcast focusing on the key workforce challenges faced by some pioneer sites for a wider HR audience.</li> <li>• Helping to develop a programme of case studies on workforce issues arising from the Better Care Fund.</li> <li>• Assisting Skills for Care in development of a career framework for care commissioners.</li> <li>• Working with Health Education England on a competency framework for those who assist people in managing their own care.</li> </ul> </li> </ul>