

PORTFOLIO:
CORPORATE RESOURCES
Report of
Portfolio Holder:
COUNCILLOR
JACQUELYNE GEDDES

Personnel Services Contact

On 31 October I attended the launch of the Charter for Member Development within the North West area. As part of the event authorities that have reached the required standard were presented with the award, and they made a presentation on the criteria achieved to get them to the required standard.

I believe that Carlisle City Council has two thirds of the factors already in place to reach the required standard for the Charter. We identified that we need a more robust Induction Programme for new members and a more structured planning of our Training Programme. We must also look at Mentoring for members by members and officers. Jean Cross has attended an LGA seminar on pointers how to implement this and will prepare a report for the Executive in due course.

On 13 November 2001 I attended an Investors in People seminar by Business Link, held at the Castle Inn, Kendal. This was well attended by many different organisations throughout Cumbria. The subject was Organisational Culture and how major organisations have improved.

Training

On 30 November Fiona Musgrave carried out Data Protection training. Members who attended found this very useful and informative covering new legislation.

Training for Overview & Scrutiny members has been arranged to cover Chairing Skills and Interviewing Skills on 16 and 29 January 2002.

Budget and Finance training which had been arranged for members had to be deferred due to the workload of the Treasurer's Department. The concerns of the Overview & Scrutiny Committees have been noted and training will be established as soon as possible.

Health & Safety

IOSH Training and Awards

Training on the roles and responsibilities of Directors and Senior Managers regarding Health & Safety issues. Myself and Brian Lennon, Health & Safety Advisor observed this training.

Steve Sumner of the Local Government Employers Organisation is arranging a pilot training session in an authority in Wales. Details of the training will be sent to Chief Executives as soon as possible.

The Chief Executive and myself presented awards and certificates to staff on 11 December 2001. Carlisle City Council will be a safer place to work. The staff will continue to provide a safe environment for the citizens of Carlisle at events.

John Street Hostel

The authority was served with a Health & Safety Improvement Notice on John Street Hostel. Various recommendations were made by the Health & Safety Inspector to be implemented by Christmas. The time scale for the notice to be fully compliant is 31 March 2002.

REPRESENTATION ON OUTSIDE BODIES

North West Local Government Employer's Organisation

On 28 November 2001, the Head of Personnel and I attended a Pay Briefing by the NWEO at Manchester. There was a debate by all authorities represented on how to implement this. The second round of Pay Sounding Board takes place on 21.01.02.

The scale of the Union claim of 6% will be considered although it is suggested that there will be a large gap between the two side's positions .

Further negotiations will take place at the next NJC meetings on the 6 and 28 February 2002.

The work undertaken by me, as the authority's representative, on behalf of the North West Local Government Employer's Organisation is outlined in Appendix 1 and 2.

HUMAN RESOURCES COMMITTEE

Regional Human Resource Committee (met 9 November 2001)

The Committee reaffirmed its earlier decision to prioritise issues into two bands with Single Status, Recruitment and Pay and Grading forming one and the remaining aspects of the strategy the other.

The meeting focused on the Joint aspects of the strategy and:

- The question of examining opportunities for effective communication with authorities in the light of the e-government strategy was referred to the Regional Overview Committee.
- Exploring opportunities for a conference on recruitment difficulties with APSE/SOCPO was referred to the Regional Development Committee.
- The longer term Regional HR strategy will be considered in January 2002.
- Agreed that for the foreseeable future joint issues would be focused on the Joint Executive Committee (JEC).
- The trade unions to be advised of the Employers Sides intention to pursue certain issues and their desire to engage all the regional trade unions. In this context the first step is to arrange an informal meeting with lead officers of each of the regional trade unions eg UNISON, GMB, T&G and the north west Craft representative.
- Identified two areas for joint working with the trade unions – a possible equalities conference (to be pursued through the Joint training Training Forum) and a review of the regional conciliation process (next JEC).
- The Employers Sides approach to Job Evaluation and the need to pursue authorities concerns in relation to the national scheme to be the subject of a report to the next JEC.
- Further reports on possible protocols in relation to local review of bonus schemes and trade union commitment to discussions in connection with possible changes to Part 3 of the National Conditions, to be submitted to the next JEC.
- The Adviser's have been asked to assess the implications of the recently published Employment Bill from both a regional and local perspective.

The next meeting of both the HR Committee and the JEC is 17 December.

For any further information please contact Dave Campbell, Deputy Director on 0161 214 7116 or Councillor J Chapman-Barker, Chair on 0161 926 8337.

REGIONAL OVERVIEW COMMITTEE

Regional Overview Committee (met 7 November 2001)

The committee noted that progress on *New Political Structures and the HR Function* was slower than had been expected. This was largely due to the regional trade unions' decision not to discuss the matter with the Overview Committee until the matter had been raised at the Joint Executive Committee and the lack of availability of someone from the DTLR/Local Government Modernisation Team to meet with the committee. It was agreed to re-invite both parties to the committee's next meeting in December.

The committee identified three further areas of activity which were prioritised as follows:

- 1st Priority Equal Opportunities in Recruitment**
- ageism + other forms of discrimination
 - New Deal, young people's perceptions of local government
 - equal pay
 - training for members and officers
- 2nd Priority Work/life Balance**
- attendance management
 - work/life balance and flexible working
 - Best Value
 - E-Government
 - performance management
- 3rd Priority Pay Policy**
- single status
 - pay policies
 - market related pay
 - pay bargaining
 - job evaluation (included but not identified as a key issue for the committee)

It was agreed that work on the first priority, *Equal Opportunities in Recruitment*, should commence immediately. The aim will be the collection and sharing of good practice, producing recommendations and identifying sources of effective training and assessment materials/suppliers. As a first step, the committee is producing a questionnaire for circulation to LA's to determine the current position.

Next meeting of the Regional Overview Committee is 3 December.

For any further information please contact Andrew Manson, Employee Relations Adviser on 0161 214 7114 or Councillor J Geddes, Chair on 01228 528623.