

Human Resources (HR) - Update

a) Pay Harmonisation and associated matters

The Committee received a report at its meeting on 26 November on the process of achieving harmonisation of staff terms and conditions within the parameters set by Cabinet. The Committee asked to be kept informed at key times during negotiations and implementation. It also took the opportunity to appoint Cllr Ricky Rogers to the Project Board established to oversee the process as its representative. It was envisaged at that time that a draft collective agreement would be reached in May.

On 21 January this year the Committee also considered a report on the LGR staff appointments scheme including redundancy and severance arrangements. On request additional information on numbers and costs of excess travel support and redundancy was supplied after the meeting.

An update report was given to the Committee on 27 May which referred to the need to include school based staff in harmonisation negotiations which would result in a delay until at least August. Councillors were concerned about the adverse affect this might have on staff morale at a time when uncertainty also existed over the implications of redesign and transformation of services.

On 27 July a confidential paper was approved by Cabinet regarding a revised way forward. Since late 2009 the council and unions have been working together on developing new pay and other terms and conditions of employment. These new terms and conditions would be applied to staff from the five former councils to ensure that equal pay for work of equal value was achieved. This work had been undertaken in the knowledge that the total annual pay bill would increase as a result.

In light of the financial constraints and pressures that the council is now facing, it has been decided, with regret, that increasing the total pay bill is now unaffordable.

The council remains committed to achieving equal pay for work of equal value but this will now be achieved by staff on current TUPED terms and conditions moving over time to Wiltshire Council terms and conditions of employment. Staff on TUPED contracts will move to Wiltshire Council terms as and when they take up new appointments (with pay protection where appropriate in line with the redeployment procedure). There will be a review of the progress towards equal pay

in the second half of 2011, and a decision will be taken at that time on how to manage staff who are still on TUPED terms.

The Cabinet Member, Portfolio Holder and Service Director will be in attendance at the meeting to update the Committee and answer questions.

b) People Strategy

The Committee considered the People Strategy 2008-12 at its last meeting and requested further information on a number of matters including:

- (i) Information on the Leadership Development Programme and spend. The Service Director's response is provided below:

Current investment for 2009/10 of £0.851m has been funded from existing Learning and Development (2009/10) budgets reallocated for this purpose, i.e. it is not a growth item but a reallocation and corporate prioritisation of budgets.

The £0.851m is made up of:

- £295k to fund Leadership Development Programme
- £107k to fund Management Development actions
- £230k to fund action plan resulting from the current People Strategy
- £220k to fund HR transformation actions – this is wholly funded from existing Department of Resources budgets.

The combined Leadership and Management Development funding (equating to £402k) is currently being reviewed.

- (ii) Details of the groups consulted in relation to manual worker training. The Service Directors response is provided below:

Manual worker training is currently managed and coordinated within the appropriate departmental areas across the council. There are several processes for identifying needs which include:

- Identified legislative requirements
- Identified council policy requirements
- Specific needs identified via the ongoing Performance Appraisal Process

HR also uses its own consultation process to discuss and identify training needs with recognised Trade Unions via Departmental routes and organisational routes, i.e. Wiltshire Council Joint Consultative Committee and the Health and Safety Consultative Committee.

- (iii) A progress report on the Workforce Planning Framework will be presented to the Select Committee on 10 November 2010.
- (iv) The Strategy (and action plan) will be revised following the publication of the Council's new Business Plan expected to go to Cabinet on 16 November. Following discussion with the Chairman and Service Director the Strategy has now been scheduled for consideration by the Select Committee on 20 January 2011.

Subject to the outcome of discussion at the meeting, the Committee is asked to note the updates on pay harmonisation and the People Strategy and, in addition, to be advised on the outcome of the review of the current LGR Appointments (and severance) scheme due to the Committee's previous interest in the matter.