

meeting COUNTY COUNCIL

date 22 July 2010

agenda item number **7a ix.**

## **REPORT OF THE CABINET MEMBER FOR PERSONNEL AND PERFORMANCE**

### **Purpose of the report**

1. This report seeks to update Members on various issues relating to the Personnel portfolio.

### **Implementation of the pay strategy**

2. As reported to the last County Council meeting, a signing event has been arranged for July and a similar small event will be arranged for September. The remainder of the payments will be made by post.
3. The process of job evaluation for school support staff is continuing and further support is being provided to those schools experiencing difficulty in completing the profile matching exercise. The returns are still coming in from schools and it is hoped that a significant proportion of those outstanding will be received by the end of the schools' summer term.
4. Given the delay in return of information from some schools it is intended to review progress against the planned timetable at the end of July. It will be possible to give a more detailed update in my report in September. It is still intended at this stage for full implementation to be completed by July 2011. Evaluation of the profiles already received from schools has therefore started with a view to starting the wider moderation process in the Autumn when the majority of returns should be received from schools.
5. Further discussions are planned with the recognised trade unions to resolve the issue of back pay and equal pay and I hope to be able to provide a more detailed update on progress early in the Autumn.

## **Proposed changes to employment policies and terms and conditions of employment**

6. I am pleased to report that following further discussions with the recognised trade unions we have now been able to settle the ongoing dispute. A formal buy out offer has been accepted by the trades unions to enable us to reach agreement on the revised package and this will be formally signed off as a collective agreement at Informal Corporate Joint Forum on 19 July 2010. This will enable us to fully implement the revised package

## **Wellbeing and Attendance Management**

7. Figures for quarter 1 2010/11, April to June, will be published at the end of July.
8. The Employee Wellbeing Action Plan for 2010/11 has been circulated previously. The following areas of the plan are currently under active development:
  - New Employee Wellbeing awareness web pages for the NCC intranet
  - Piloting of the NHS Workplace Health Champion model in 2 front line service areas
  - Development of a specific Stress Management and Wellness Action Plan.
  - Evaluation of the impact of the “Nurse Line” pilot operating within both the ICT Services and Property divisions of the Corporate Services department. A full report will be produced in September 2010 at the end of the current pilot.
  - A Service Review of Occupational Health and counselling services.

**Cllr Andy Stewart**  
**Cabinet Member for Personnel and Performance**