

**UPDATE ON REVIEW OF EMPLOYEE CONSULTATION
AND INFORMATION PROPOSALS
(Report by LGSS)**

1. INTRODUCTION

The purpose of this report is to update the Corporate Governance Panel on progress with the proposals that were previously considered on 12th December 2012 (a copy of the original report is attached as the annex hereto)

2. BACKGROUND

The Council currently has two inter-related 'established' forums for consulting and informing staff on employment and service matters, and for making employment related decisions. There exists substantial duplication with the same agenda discussed at both forums.

Proposals to streamline the process were submitted in November and reflect best practice in governance arrangements for the setting of senior management salaries. They also clarify the responsibilities of Managers and how they should be held accountable, avoid unnecessary duplication of business between Forums and enhance the role of the Staff Council.

The recommendations were to establish an Employment Scrutiny Panel and redefine the existing staff side forum as a Staff Council and these were endorsed by Employment Panel in November.

These recommendations were considered by Corporate Governance Panel in December and the following concerns expressed:

3. PROGRESS

- Further clarity is required around the specifics of what is proposed to be delegated to the Head of Paid Service, and
- Use of the term "Scrutiny" is considered to be misleading and should be removed.

The report of the CGP meeting was presented to Council on 19th December 2012 and included the following summary:

Whilst supporting these proposals in principle, the Panel has expressed some concern at the extent of the authority to be delegated to the Head of Paid Service for employment issues and concluded that, to avoid confusion with the current overview and scrutiny arrangements, there was no sound reason for changing the name of the existing Employment Panel.

Given their unease with the proposed delegation, the Panel decided to defer the proposals until the next meeting to enable the terms of reference of the new Panel to be clarified and the precise parameters of the authority to be delegated to the Head of Paid Service to be better defined.

Notwithstanding the resolution of these concerns at their next meeting, the Panel raised no objection to the remainder of the proposals which related to the Employee Liaison Advisory Group and Senior Officer's Panel but given the suggested implementation date of 15th May 2013, was of the view that there was sufficient time for the arrangements to be refined and considered again, as a whole, at the next meeting in March.

4. These concerns were considered at Employment Panel on 6th February 2013 (a copy of the report to the Employment Panel is appended hereto) and no objections were received to the following:


Proposed delegation to Head of Paid Service (or his/her nominee) for employment matters:

- To make all staff appointments below the level of Head of Service.
- To determine the salary and terms and conditions of all posts in accordance with adopted HR policies.
- To negotiate and implement local pay awards in compliance with any limitations contained in the Code of Financial Management following consultation with the Chair of Employment Panel and the Executive Leader.
- To negotiate and implement changes to terms and conditions of employment and HR policy.
- To be responsible for the consultation and information sharing arrangements with staff.
- To administer the provisions of the Local Government and Housing Act 1989 relating to politically restricted posts.

It was further agreed to withdraw the proposal to change the title of the group to Employment Scrutiny Panel.

5. RECOMMENDATION

Members are asked to note the contents of the report, endorse the proposals for amendment to the constitution and recommendation to full Council.

Contact Officer: Janet Maulder, HR Business Partner (LGSS)
 01223 699495