

## **JOINT CABINET AND EMPLOYMENT & GENERAL COMMITTEE**

**Tuesday, 5th April, 2016**

Present:-

Councillor Burrows (Chair)

Councillors	T Gilby	Councillors	Blank
	Huckle		Elliott
	T Murphy		Simmons
	Ludlow		Davenport
	Serjeant		Dickinson
	J Innes		

Non-Voting Members

Councillors Hollingworth  
Wall

\*Matters dealt with under the Delegation Scheme

### **9 DECLARATION OF MEMBERS' AND OFFICERS' INTERESTS RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

### **10 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Bagley, Councillor Brown and Councillor Diouf.

### **11 MINUTES**

**RESOLVED –**

That the Minutes of the meeting of the Joint Cabinet and Employment and General Committee of 9 February, 2016 be approved as a correct record and signed by the Chair.

### **12 WORKFORCE STRATEGY (B350)**

The HR Manager submitted a report recommending for approval the Council's Workforce Strategy for 2015-19 and a review of Investors in People scheduled for June 2016 which would provide a further 18 months accreditation.

To support the achievement of the 2015-19 Corporate Plan, the Council's Workforce Strategy had been rewritten with priorities informed by the employee survey, council plan, Investors in People and workforce strategy group. The priorities included:

- Pay and reward
- Leadership, skills and capabilities
- Talent management
- Employee engagement
- Health and wellbeing

The strategy had been prepared to focus and guide activities and included a detailed action plan that would be regularly updated. A shorter summary with endorsements from the Cabinet Member for Business Transformation, Leader and Chief Executive, would be prepared for use as part of a wider communication approach to support delivery of the GPGS transformation programme. In addition, there would be further refinement and development of the intranet pages to support managers.

The headline measures in the strategy would be monitored by feeding in data from the annual employee surveys, employee performance and development interviews; and from the periodic weeks of workforce profiles and learning and development activities.

The report provided details on the next generation standard of the Investors in People Framework which provided for assessment against 9 key areas. The report suggested that there was potential for the same results to be achieved through embedding practices and outcomes into the workforce strategy and self-assessing against the standard as opposed to submitting the Council to external assessment and the associated costs of doing so. This would provide a more structured approach and evidence of key tangible success measures; however this would require further debate and discussion.

Once the strategy had been agreed, the timescales in the action plan would be reconsidered and more detail included for implementation and review. The strategy would be reviewed on a quarterly basis with an

annual report to Cabinet setting out progress against the Workforce Strategy and Action Plan.

The report also outlined the financial and equalities implications, and the potential risks with proposed actions to mitigate these.

**\*RESOLVED –**

- 1) That the Joint Cabinet and Employment and General Committee recommend that the Workforce Strategy be approved by full Council.
- 2) That the cost of reassessment against the liP standard in June 2016 and the review of ongoing liP assessment be approved.
- 3) That the Senior Leadership Team be asked to consider how best to provide opportunities for members of the Employment and General Committee to engage on a structured basis with the Council's employees.

**13 LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF PUBLIC**

**RESOLVED –**

That under Regulation 21 (1)(b) of the Local Authorities (Executive Arrangements)(Access to Information)(England) Regulations 2000, the public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in the following Paragraphs of Part 1 of Schedule 12A to the Local Government Act 1972 – Paragraph 1 on the grounds that it contained information relating to individuals.

**14 CHANGES TO STAFFING IN THE CHESTERFIELD COMMUNITY SAFETY PARTNERSHIP (EC000)**

The Policy and Communications Manager submitted a report recommending for approval a revised employee structure for the Chesterfield Community Safety partnership in order to ensure the continued sustainability of the partnership against a background of external funding reductions.

The report noted that the resourcing of the current employee structure of the Chesterfield Community Safety Partnership relied heavily on Police and Crime Commissioner (PCC) funding which was only guaranteed for 2015/16 and was likely to reduce significantly during the next PCC term beginning in June 2016.

Consultation had taken place with the various partner agencies which had confirmed that the current employee structure was not flexible and agile enough to respond emerging crime priorities. The report recommended a new staffing structure which included the deletion of two posts that were currently vacant. Other changes involved moving the ASB Officer role onto a permanent contract and creating a new role of Assistant Community Safety Officer to support the Community Safety Officer and ASB Officer.

The proposed structure had been co-designed with the full involvement of the Community Safety Officer and consultation had taken place with the ASB Officer. Discussions had also taken place with Community Safety partners and the relevant Trade Union; both had raised no further issues or concerns.

The proposed changes would significantly reduce the Council's reliance on external funding from £33,834 to £15,706, which was considered more sustainable as the latter sum would fall within Police and Derbyshire County Council mainstream budgets. In addition, if the new structure was implemented from 1 April, 2016 the Council would realise a saving of £7,858 for 2016/17 and a recurring saving of £3,231 for future years.

The report also outlined the potential risks involved in moving to the new staffing structure and the proposed actions to mitigate these.

**\*RESOLVED –**

- 1) That the proposed revised employee structure for the Chesterfield Community Safety Partnership be approved.
- 2) That the Community Safety Officer in consultation with the HR Manager be authorised to effect the appointment of staff to the new structure having regard to the Council's policies and protocols.