

**EMPLOYER / TRADE UNION COMMITTEE****Monday, 16th May 2022**

Present:-

Councillor P Gilby (Chair)

|              |                  |                |          |
|--------------|------------------|----------------|----------|
| Councillor   | J Innes          | Councillor     | Serjeant |
| Gemma Masoud | Head of OD       | Lesley Waller  | Unison   |
| Theresa      | Service Director | Maria Slack    | Unison   |
| Channell     | Finance          | Liam Rich      | Unite    |
| Huw Bowen    | Chief Executive  | Trevor Barnett | Unite    |

\*Matters dealt with under the Delegation Scheme

**78 APOLOGIES**

Apologies for absence were received from Andrew Fowler.

**79 MINUTES**The minutes of the meeting on 11<sup>th</sup> April 2022 were agreed as a correct record.**80 MATTERS ARISING FROM THE MINUTES**

The member for Unison had asked a question regarding the Customer Revenues and Benefits re-shape and had asked for the timeline of when this would take place to be shared with the Committee.

The member for Unison had also asked when the list of workplace policies would be made available in one place on Aspire. The Head of OD confirmed that work was ongoing to include the policies as part of the HR update on Aspire and that timelines for this update would be shared in line with the wider re-design to Aspire.

**RESOLVED –**

That the actions be noted.

## 81 **LEVELLING UP**

The Chief Executive presented an update to the Committee on the latest position regarding the Levelling Up White Paper and County Deals.

The Levelling Up White Paper had been published on 2 February 2022 and outlined the Government's plans to transform the UK by spreading opportunity and prosperity to all.

The focus was on twelve national levelling up missions to be achieved by 2030 and proposals were seeking to shift Government focus and resources to Britain's left behind communities.

Proposals to empower local leadership and extend and deepen devolution were a key focus and the White Paper set out how Government intended to secure a greater number of devolution deals, including deals across county areas. Other proposals would look to deepen devolution in areas such as Greater Manchester.

The Devolution framework would be underpinned by four principles which would guide future devolution deals, Effective Leadership, Sensible Geography, Flexibility and Appropriate Accountability.

The Devolution Framework identified three devolution levels/tiers:

- Level 1 – Local authorities working together across a FEA or whole county area e.g. through a joint committee
- Level 2 – A single institution or County Council without a directly elected mayor (DEM) across a FEA or whole county area
- Level 3 - A single institution or County Council with a DEM across a FEA or whole county area

The White Paper set out the types of powers and functions that would be considered at each level with greater powers and flexibilities on offer for Level 3 areas and limited powers and flexibilities for Level 1 areas.

The White Paper also contained many other proposals about ambitions to level up and the following announcements were said to be of specific interest, Local Transport, Education Investment Areas and British Business Bank Regional Investment Funds.

The Derbyshire and Derby County Deal Proposition (EOI) was presented to Derbyshire Leaders and Chief Executives end of November and viewed as a unique opportunity for Derbyshire and Derby. The Deal was likely to be the first stage on potential journey in securing additional powers, flexibilities and funding into the county and city and the wider geographical footprint.

There was the option for Derbyshire and Derby to pursue a level 2 deal (without a directly elected mayor). To achieve Tier 3 powers and flexibilities, the deal area would need to progress governance through a directly elected mayor. Invitations were

extended to Nottinghamshire and Leicestershire which provided the opportunity to pursue a wider Combined Authority (CA) deal at a regional level. The meeting to commence negotiations on a D2N2 deal took place on 16 February 2022 with Government keen to explore proposals and options to extend wider level 3 tiers and powers to the area through a potential Mayoral Combined Authority (MCA).

Although new legislation for CA's was anticipated, there were already a number of existing Combined Authorities where the Mayor appointed a Cabinet from among the members of the CA, typically the leaders of the constituent councils. Powers in a combined authority were split between those vested directly in the Mayor and those vested in the combined authority.

Subject to the necessary legislation, it was Government's intention to introduce a new type of Combined Authority, which could comprise only upper tier Councils and any deal would be made with the upper tier Councils. The purpose of this was to avoid a single council vetoing a deal and the Government was clear that it expected involvement of as many District and Borough Councils as possible.

The update also covered Levelling Up and the Regeneration Bill with Local Democracy and Devolution being a critical section of the Bill setting out how the Government would deliver the devolution framework outlined in the White Paper.

Key points were Membership of Combined County Authorities (CCAs), establishment of CCAs over a functional economic area or whole county geograph, functions of CCAs, the creation of CCAs and Mayors for CCAs.

#### **RESOLVED –**

That the update be noted.

## **82 COMMUNICATION**

The member for Unison highlighted a concern raised in recent meetings that not all managers had been made aware of decisions made at CLT so messages had not been cascaded down to all manager levels.

The Chief Executive confirmed that CLT and SLT do discuss and identify which items need to filter down to teams but current resources challenges had meant no core brief had been carried out recently.

The Chief Executive agreed to raise in the next CLT but stressed that manager bulletins had continued and these were reliant on managers sharing this detail.

#### **RESOLVED –**

That the action be noted.

### 83 **TRAVEL / MILEAGE**

The member for Unison had raised a question regarding the increase in cost of living and fuel prices and had asked if CBC could contact HMRC to request an increase in mileage rates to reflect these increases. It was pointed out that mileage rates had not changed since 2011.

The Leader of the Council stated that whilst liaising with HMRC as a single body may not have any desired impact, members could raise these concerns through regional employer boards.

#### **RESOLVED –**

That the action be noted.

### 84 **FINANCE UPDATE**

Due to the unexpected absence of the Service Director for Finance, the Leader of the Council gave a verbal update to the committee on the latest financial position.

Current focus was said to be on Year End with work on track to bring the Forecast to Cabinet on 21<sup>st</sup> June and to Full Council in July.

HRA was also said to be on track and the outrun position was expected to be shared in the next Committee in June.

#### **RESOLVED –**

That the update be noted.

### 85 **HR / OD UPDATE**

The Head of OD gave a verbal update to the committee on the work of HR and OD.

It was confirmed that recruitment for the vacant PMO Manager position was now complete with the successful applicant due to start at the end of June/early July. The OD Programme and Delivery Board would then be established.

OD were also working on the Hybrid Working Policy with work now progressing following the Steering Group meeting last week.

The Mental Awareness training for the Depot had been successfully delivered by the external provider "Harness".

L&D requirements for the next 12 months had been identified through L&D returns from all Service Areas. The Head of OD would provide further updates as this was rolled out.

It was also noted that to assist with workplace investigations, discussions were taking place with Unions to develop an investigation tool kit.

A question was asked by the member for Unison regarding identifying L&D training needs prior to the end of May deadline for PDR's. The Head of OD agreed to look at the future timetables for L&D and PDR's and update as required.

#### **RESOLVED –**

That the update be noted.

#### 86 **DJCC FEEDBACK**

There was no feedback.

#### 87 **ANY OTHER BUSINESS**

Trevor Barnett was introduced and welcomed to the Committee as the new Unite rep. It was also confirmed that Lesley Waller was stepping down from her role of Unison Branch Secretary.

The Chief Executive highlighted that a new policy on PPE/RPE was to be shared with Unions and Housing later this week and that a 30 day consultation would follow.

#### **RESOLVED –**

That the update be noted.

#### 88 **DATE AND TIME OF NEXT MEETING**

The next meeting of the committee would take place on Monday 13<sup>th</sup> June 2022 at 9.30am.