
10. STAFF COMMITTEE ACTIVITY REPORT : JUNE 2016 – DECEMBER 2016

1. Purpose of the report

To provide an update to Members of the work of Staff Committee and forge a meaningful dialogue through this Committee. This contact is seen as valuable to share the views of staff with Members.

2. Key issues

Staff Committee has a role as a staff voice to management, to provide support and assistance to staff going through disciplinary or grievance processes, to provide independent advice on HR issues and to organise social events for staff.

3. Recommendations

1. That the report be noted

4. How does this contribute to our policies and legal obligations?

N/A

Background

5. Structural Reorganisation

Leadership Team held regular meetings with Staff Committee and Unison in regard to the Structural Reorganisation during the Summer. This was very useful, allowing ongoing feedback from staff to be fed back to the Leadership Team during the reorganisation consultation period.

Staff Committee were called on to attend Directorate Briefing Sessions, during which the details of the reorganisation proposals were given to affected staff. Staff Committee were also called on to represent individual affected staff at a number of 1-2-1 meetings with their Directors or Line Managers.

Staff Committee compiled a response based on staff comments to the reorganisation proposals and submitted it to the Leadership Team on Friday 16th September.

Since the end of the consultation period and into the implementation period, Staff Committee have met with Leadership Team and HR to receive updates on the progress of the reorganisation.

Staff Committee would like to thank Leadership Team for ensuring that information has been shared with staff through Staff Committee and Unison, and also for taking on board our concerns when for various reasons, there have been issues with the implementation process. We would also like to thank Unison for their ongoing support during the reorganisation process.

6. Managing Change Consultation

Leadership Team held regular meetings with Staff Committee and Unison regarding the Managing Change Policy consultation. The issues for consultation were:

- the proposal to run notice and redeployment periods concurrently
- an update to the terms and conditions

Staff Committee compiled a response based on staff comments to the proposal and update. The response was submitted to the Leadership Team on 14 September 2016. After the end of the consultation period, Staff Committee met with Leadership Team and HR to learn of the decisions made.

Staff Committee were also included in the negotiations with Leadership Team on the change to the period of pay protection.

Staff Committee would again like to thank Unison for their work and support.

7. Cycle to work scheme

Following a successful launch for the 'cycle to work scheme' resulting in rewarding levels of interest and an initial six applications, the first window closed at the end of May, with four confirmed applications.

All of these applicants received their bikes over the summer, although there were some delays owing to the fairly complicated process of sign-off. As this was the first round of applications, it was a learning process for all involved, and the hard work and patience of our Finance Team at this time is greatly appreciated.

It had been intended to run the second window during the Autumn period; however, an article in the e-zine asking for preliminary expressions of interest, elicited no responses. Because of the overall uncertainty currently experienced by some members of staff, it was decided to delay reopening the window until the New Year.

8. Events Programme

Events that have taken place include the staff visit to the Warslow Moors Estate in August and the Christmas cheese and wine event for staff and members in early December.

Staff Committee would like to thank Chris Manby for organising the Warslow visit and Kath Potter for her help in selling raffle tickets and donating prizes at the Christmas event. £227 was raised for the charity 'Crisis'. Both events have had good feedback and it has been suggested to run the cheese and wine event at other times in the year also.

Discussions are underway for an events programme for 2017 to possibly include an Ecton Mine tour.

9. **Proposals**

That the report be noted

Are there any corporate implications members should be concerned about?

10. **Financial:** N/A

11. **Risk Management:** N/A

12. **Sustainability:** N/A

13. **Other relevant implication –** N/A

14. **Background papers** N/A

Appendices

None

Staff Committee

8 December 2016