

8. STAFF COMMITTEE ACTIVITY REPORT : January 2017 – June 2017

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 has held one meeting with Staff Committee and Unison with regards to the on-going Structural Reorganisation in the Outreach and Visitor Experience service areas in the Commercial Development & Outreach (CDO) Directorate to date. Previous meetings have been very useful, allowing ongoing feedback from staff to be fed back to the Leadership Team during the reorganisation consultation period.

Staff Committee were invited to attend the Briefing Sessions for both Outreach and Visitor Experience, during which the details of the reorganisation/change in terms and of conditions proposals were given to affected staff. Staff Committee were also invited to accompany affected staff at a number of 1-2-1 meetings with their Director or Line Manager and Human Resources. A number of staff will have their posts disestablished by the proposals and will need to apply for posts in the new structure. An HR1 has been submitted to the Redundancy Payments Service, as there are more than 20 redundancies proposed.

Staff Committee has compiled a response based on staff comments to the reorganisation proposals and submitted it to the Leadership Team.

During this consultation period Staff Committee have met with HR and Line Managers to receive updates on the progress of the CDO Directorate 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 issues have arisen throughout this process. We would also like to thank Unison for their ongoing support during the reorganisation process.

6. Staff Survey / Investors in People Audit

Staff Committee are involved in a working group which has been established led by David Hickman to look at the five priorities which have emerged from the staff survey.

1. Communications and visibility of leadership team
2. Culture of the organisation and work environment

3. Leadership and management
4. Reward and recognition
5. Business performance

The working group also includes HR, Unison, a member of the Communications Team, and a person from each directorate.

7. Cycle to work scheme

The spring window for the Cycle to work scheme was open for 6 weeks from March to April 2017. Despite a high level of interest in the scheme, there was only one applicant. Unfortunately, the applicant is on a casual contact and was not eligible to participate due to the statutory rules relating to repayment.

8. Events Programme

Events are still being planned and staff interest in various events is being sought. An Easter Egg Hunt was carried out in April and appeared successful.

A recent walk with John Scott (Director of Conservation & Planning) took place in mid-June and was well attended.

Interest is being gathered for a quiz / games event with an evening barbeque and Duxford Flying Legends Airshow.

9. **Proposal**

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, 22 June 2017