

8. STAFF COMMITTEE ACTIVITY REPORT: DECEMBER 2017 – JUNE 2018 (RO)

1. Purpose of the report

To provide Members with an update on the work of Staff Committee since the last meeting of LJC and to forge a meaningful dialogue with members of the LJC through this report. This contact is seen as a valuable means by which 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. Recommendation

1. That the report be noted.

How does this contribute to our policies and legal obligations?

4. The work of Staff Committee contributes to the People Matter Action Plan

Background

5. Changes to travel arrangements

Staff Committee provided a response to the consultation on revisions to the travel policy. The response was based on comments received from members of staff, affected by the proposals.

Unfortunately, the changes are of a legislative nature meaning that the Authority was under a legal requirement to implement them. Senior Leadership Team arranged two drop-in sessions in March to brief staff about the changes and the reasons for them.

We are aware that the changes have required some members of staff to make alternative provision for travel to and from work. The changes have also meant that in some cases, there has been a requirement to change working practices with a potential impact on overall fleet mileage and time taken to undertake particular tasks.

6. Cycle to work scheme

Spring 2018 Window – was opened on Monday 16th April and closes on Friday 1st June. There has been quite a lot of interest in the scheme again with lots of enquiries from staff.

The uptake figures can be supplied at the meeting after the window closes.

7. Events Programme

a) Yoga Classes

Staff Committee have been involved in the coordination of free trial Yoga Classes for staff. The classes have been funded by HR as part of the People Matter Action Plan; the classes are taught by Yoga Panacea. The programme was initially planned to run until the end of February, with classes twice weekly.

The programme proved very successful with positive feedback from those

attending and has continued to run.

This very positive staff feedback has been shared with HR. However the administration of the scheme has proved burdensome for Staff Committee due to the need to collect the money from those attending as it is only part-funded by the Authority. It is hoped however that it can continue to run with some stream-lining of the process.

b) Summer Social Event

It is proposed that there will be a quiz, a bike ride and a barbecue on Wed 18th July. Boardroom is booked by Staff Committee from 3pm that day.

8. On-going support

Staff Committee has continued to provide 1-2-1 support for staff in meetings with HR and Management during this time.

Proposals

9. 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** (not previously published) - None

Appendices - None

Report Author, Job Title and Publication Date

Staff Committee, 31 May 2018.