

11. STAFF COMMITTEE ACTIVITY REPORT: JUNE 2018 – OCTOBER 2018 (TN)

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. Recommendations

1. That the report be noted.

How does this contribute to our policies and legal obligations?

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

Background

4. Membership

During 2017 Staff Committee lost a number of members for a variety of reasons, meaning that we started the year with a small number of members. During 2018 we have been successful in attracting a number of new members, with the aim being to have three representatives from each Directorate. At the present time we have almost achieved that aim, and are in the process of recruiting a final member from the Conservation and Planning Directorate. The aim being to enable the workload of Staff Committee to be shared around more people.

Staff Committee would like to welcome the following new members who have joined over the last ten months: -

Mark Anderson (North Lees Estate Ranger), Andy Farmer (Outreach Development Manager), Emily Irving-Witt (Trails Ranger), who is also on the committee as a youth representative and Holly Waterman (Senior Strategy Officer).

We would also like to extend our thanks to those who left Staff Committee in 2017 for their hard work and support.

5. Cycle to work scheme

The Spring 2018 Window was opened on Monday 16th April and closed on Friday 8th June, following a request for an extension. We originally issued five certificates but were later asked in September if two of these could be cancelled. Following discussion with the scheme provider, we were able to arrange this at no cost to the applicants.

The Autumn 2018 Window is currently open, through until the end of October.

The popularity of the scheme and the general uptake in cycling to work by staff has led to a request for additional sheltered cycle parking at Aldern House. Staff Committee

are currently looking into costings and possible locations, in order to prepare a business case for Senior Leadership Team. Consideration of planning implications will also form part of the Business Case.

6. Events Programme

a) Yoga Classes

The Yoga Classes have been poorly attended over the summer months (July, August and September). It has been decided that the classes will not be offered during school holidays, to minimise the cost to the Authority of supporting the classes when there is low attendance.

b) Summer Social Event

The Summer Social Event took place on Wednesday 18th July and comprised a quiz, a bike ride and a buffet. The quiz started at 3pm, with the bike ride and buffet following on. The event was well attended, including by field based staff. Staff Committee received welcome support from the Cycle Hire and Countryside Maintenance Teams in enabling the bike ride to take place. We would like to thank all involved.

c) Christmas Social Event

Following on from the success of the Summer Event, we will be following a similar approach, with a quiz followed by food. The event will take place on 12th December from 3pm onwards, Authority Members are also welcome to attend.

As usual, Staff Committee will be collecting for a charity in the run-up to Christmas and this year we have chosen Accessible Derbyshire. We'd like to thank Members, and particularly Kath Potter, for their ongoing support in this.

7. 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

8. That the report be noted.

Are there any corporate implications members should be concerned about?

9. **Financial:** N/A

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

11. **Sustainability:** N/A

12. **Other relevant implication** N/A

13. **Background papers** (not previously published) - None
Appendices - None

Report Author, Job Title and Publication Date

Staff Committee, 3 October 2018.