

9. STAFF COMMITTEE ACTIVITY REPORT: OCTOBER 2018 – NOVEMBER 2019 (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. Recommendation

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. Cycle to work scheme

Since the last meeting, there have been two Cycle to Work Scheme windows, during the Spring and Autumn of 2019. Although both received interest from staff, there was only one application made, which was later withdrawn, during the most recent window.

Since the last meeting, the HMRC has changed the rules on Cycle to Work schemes, removing the upper limit. This is to encourage the uptake of electric bikes through the scheme. The changes also remove the ability for applicants to top up an application with their own funds. There has been no clear guidance from HMRC, but it is assumed that each organisation will set an upper limit that they are happy with. The recent window was opened on the basis of a £1,000 limit as per our previous windows. Before the next window opens in the Spring of 2020, Staff Committee will consult with the Head of Finance to agree an upper limit under which the Authority's Cycle to Work scheme will operate.

5. Events Programme

a) Yoga Classes

Yoga classes continue to run twice a week for staff. This is no longer funded by the Authority, but by staff who attend classes. Classes are well attended and are continuing into next year.

b) Christmas 2018 Social Event

The Christmas 2018 Social Event took place on Wednesday 12th December and comprised a quiz and nibbles with prizes for the successful teams. The event was well attended, including by members of the Leadership Team. Staff Committee wish to record thanks to all who helped with the event, and

in particular Steve Manchester, who produced and compèred the quiz.

c) Christmas 2019 Social Event

The Christmas Social Event for 2019 will again comprise a quiz and nibbles, and will take place on Wednesday 4th December at 3pm. All staff and Authority members are welcome to attend the event.

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

6. 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

7. That the report be noted.

Are there any corporate implications members should be concerned about?

8. **Financial:** N/A

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

10. **Sustainability:** N/A

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

12. **Background papers** (not previously published) - None

Appendices - None

Report Author and Publication Date

Staff Committee, 14 November 2019