

## **Employment & Appeals Committee – Meeting held on Tuesday, 6th April, 2021.**

**Present:-** Councillors Ali (Chair), Ajaib, Bains, Chaudhry, Hulme, Sabah (from 7.05pm) and Smith

**Apologies for Absence:-** Councillors Gahir and Sandhu

### **PART 1**

#### **29. Declarations of Interest**

None received.

#### **30. Minutes of the Meeting held on 21st January 2021**

**Resolved** – That the minutes of the meeting held on 21<sup>st</sup> January 2021 be approved as a correct record.

#### **31. Pay Policy Statement Update 2021/22**

The Associate Director, Customer, provided the Committee with details of revisions to the Pay Policy Statement (PPS) for the financial year 2021/22. The Localism Act 2011 required Local Authorities to prepare a PPS which covered a number of matters concerning the pay of the authority's staff, principally Chief Officers. It was noted that the PPS would need full Council approval following which it would be published to the Council's website.

Following the recent announcement of a public sector pay freeze, a Member asked for information regarding the impact of this on staff. It was explained that details of the public pay increase/freeze had not yet been finalised and although it was anticipated that there was likely to be an impact on staff it was too early to assess at this stage and that an update could be provided at the next Committee meeting.

Details of the number of staff who were acting up or in secondments at Head of Service level or above were requested. The Associate Director, Customer outlined that Phase 2 of the Our Future transformation programme was underway and that information regarding this specific issue would be included in a future report. Clarification was provided on the pay levels provided to staff dependent on whether the role they were assuming was in an acting up or secondment capacity.

The Committee agreed that the PPS be recommended to Council for approval.

**Recommended to Council** - That the Pay Policy Statement 2021/22 be approved for publication.

## Employment & Appeals Committee - 06.04.21

### 32. Apprenticeship Policy

The Slough Academy Manager provided the Committee with an overview of the Apprenticeship Policy. The policy detailed how to develop and offer business driven apprenticeship opportunities within the council and recruit new talent into the organisation where appropriate. The policy had been reviewed by the Employment Engagement Forum, Corporate Consultative Forum and the People Service Senior Management Team.

A range of questions were asked including why the percentage of apprenticeships provided to individuals with learning disabilities was lower than the national average. It was explained that this was dependent on individuals sharing information of this nature with the Council. However, inclusivity remained a priority and measures taken to improve this included ensuring it was prominently highlighted in relevant adverts. Referring specifically to encouraging looked after children to participate in the apprenticeship scheme, the Committee were informed that discussions were ongoing with the Children's Trust; details of which would be reported to the next meeting.

*(Councillor Sabah joined the meeting)*

The Chair commended officers in developing a policy where 75% of individuals were likely to stay with the Council and 100% developed transferrable skills.

**Resolved** – That that Apprenticeship policy as set out in the appendix to the report, be approved and published.

### 33. Our Futures Programme - Workforce Update

The Committee were provided with an update regarding the implementation of the Phase 2 of Our Futures transformation programme. The Phase 2 consultation was launched on the 4<sup>th</sup> November 2020 and closed on the 21<sup>st</sup> December 2020. Following the consideration of all the responses by Executive Directors and Associate Directors with the Chief Executive, a consultation response was issued in January 2021. The council was currently implementing the outcomes of the consultation. All at risk staff had priority to be considered for all vacant posts and continued to be presented with any new opportunities that arose. The use of interim staff was also being looked at with a view to giving those individuals an opportunity to work for the council on a permanent basis.

Clarification was sought relating to why there had been a delay in implementation of the new business model going live from 1 April 2021 and explanation as to why staff who had been made redundant were able to apply for other vacancies across the organisation. The Associate Director, Customer stated that logistical challenges had meant that the programme had slipped and that it was a statutory requirement for staff who had been made redundant to be given an opportunity to apply for alternative posts.

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Concern was expressed relating to the savings targets identified for both Phase 1 (£2m) and Phase 2 (£3.2m) of the programme and whether these were achievable; especially given that they were a key element of the Medium Term Financial Strategy as agreed at the budget council in March 2021. Furthermore, there would potentially be a significant impact on delivery of services by the Council should these saving targets not be realised. It was noted that the situation was currently being monitored and detailed financial information with regard to the programme would be presented at the next meeting.

**Resolved** - That details of the Our Futures Programme – Workforce Update be noted.

### **34. Members Attendance Record 2020/21**

**Resolved** – That details of the Members Attendance Record 2020/21 be noted.

### **35. Date of Next Meeting - 15th June 2021**

The date of the next meeting was noted as 15<sup>th</sup> June 2021.

Chair

(Note: The Meeting opened at 6.30 pm and closed at 7.24 pm)