



---

# HR in the East Midlands

August 2017

This month we have a short but sweet edition of our bulletin; our resident employment law expert, Darren Newman, has earned time off for good behaviour, but will be returning next month with his analysis of important case law and advice on the implications for our sector. In this edition we keep our focus on the main developments in the world of HR and Learning and Development. This includes a feature on the LA Challenge, taking place in November and our national update includes information on the revised handbook of terms and conditions for Chief Officers and a link to guidance on procurement of apprenticeship training.

## Mediation & Conflict Resolution

Mediation has been an increasingly popular service provided by EMC in recent years and organisations and the individuals involved in the process have valued our independence and experience in helping them to resolve conflict at work. We are currently participating in some research that clarifies the benefits of mediation and that identifies key learning points through case studies.

If you would like to become qualified in mediation and develop valuable skills and knowledge in this growing area, you may wish to join a 3-day ILM endorsed

programme that EMC is offering this Autumn – limited places are available.

The programme is being delivered by our counterparts in the South East region - Jennifer McNeill, Regional Director and Sue Keogh, Development Consultant at South East Employers who are experienced mediators and qualified through ACAS certification.

Through the programme, you will gain knowledge and confidence from Jennifer and Sue's practical approach and expertise to help resolve complex conflict situations between teams or individuals at work. Full programme details are available from <http://bit.ly/2sWe4i1>.

## Projects with Local Authorities

During August EMC has worked to support councils and member organisations on projects including:-

- Investigation of a grievance
- Psychometric testing
- Providing training for councillors on recruitment

To find out how EMC could support an area of work for you, then please contact Sam Maher at [sam.maher@emcouncils.gov.uk](mailto:sam.maher@emcouncils.gov.uk) or Lisa Butterfill at [lisa.butterfill@emcouncils.gov.uk](mailto:lisa.butterfill@emcouncils.gov.uk).



## Events in the East Midlands

Learning is one of our passions at East Midlands Councils (that and cake). Finding new and exciting opportunities for learning and supporting people to grow and develop is something we take very seriously, which is why in 2016 EMC introduced the LA Challenge to the East Midlands and on 16th November the Challenge will return, providing an exciting highpoint to our autumn offering of development.

## What is the EM LA Challenge?

The Challenge offers a fantastic opportunity for aspiring or newly appointed managers (or those who need to make a shift from operational to strategic thinking) to gain exposure to issues outside of their normal work; giving them a taste of what senior management within local government is really like.

To successfully complete the challenge teams will have to work with neighbouring councils, stakeholders and partners to deliver a new **strategy** for their council. They will have to identify which areas to **prioritise**, deal with **politically sensitive** issues, maintain **customer focus** when determining how to provide the public with **the best services** possible despite **limited resources**.

<http://bit.ly/EMLAChallenge2017>

### Talented Teams of Six

The Challenge is open to teams of six people from any area of the public sector. Participants will spend the day as the management team of a fictional local authority, encountering many of the tasks that a real corporate team deals with. Whilst this is primarily a development opportunity teams will be competing to be crowned 'Best team', in the region.

### What participants said about last year's Challenge...

*"I think it's a really worthwhile event for those aspiring to management positions and great practice to be clinical with quick and decisive thinking, decision making and prioritisation of tasks".*

*"Many thanks to you and the team for putting on a great event last week, the group really enjoyed the experience and would without doubt recommend it to others".*

*"I certainly would recommend the Local Authority Challenge to others".*

*"It has given me a confidence boost that I can deliver under a highly pressurised environment".*

*"I personally felt that I gained some knowledge of senior management and the pressures that can be put on management within a short space of time. I also thought that we as a Council benefited from cross section team members working together for the day".*

*"Really enjoyed the day, the challenge and loved all the phone calls, emails etc. Great fun".*

## Team Development Support

The EM LA Challenge is a fun and stretching day and a great experience in itself. By wrapping team development support around the event you will maximise results so that your investment in your staff's development makes a real ongoing difference to your Council through increased self-awareness, ongoing improved team work and real behaviour change.

### Pre Challenge Support Session

To help Councils build a high performing team by looking at individual and team strengths and how really great teams prepare, perform and learn:

- What makes a great team?
- Values, skills, strengths and behaviours that drive success
- Roles in teams
- Personal and team learning objectives

### Post Challenge Support Session

To develop future "leaders" by capturing individual and team learning from the Challenge day, focusing on strengthening leadership and team work and shaping future ways of working around current business challenges. For more information visit

<http://bit.ly/LAChallengeSupport>

## Contact Details

For further information about any of our work please contact the Local Government Services Team. Either call 01664 502 620 or email:-

[Sam.Maher@emcouncils.gov.uk](mailto:Sam.Maher@emcouncils.gov.uk),  
[Lisa.Butterfill@emcouncils.gov.uk](mailto:Lisa.Butterfill@emcouncils.gov.uk),  
[Sarah.Short@emcouncils.gov.uk](mailto:Sarah.Short@emcouncils.gov.uk),  
[Kirsty.Lowe@emcouncils.gov.uk](mailto:Kirsty.Lowe@emcouncils.gov.uk)



## National Developments

### Revised Chief Officer Handbook

Earlier this month we circulated a copy of the revised 'Conditions of Service Handbook for local authority Chief Officers'.

The updated handbook now includes:-

- Updated information on setting remuneration levels
- Updated information on discipline, capability and redundancy relating to Monitoring Officers, s151 Officers and, in Wales, Heads of Democratic Services
- New Joint guidance on Appraisal of the Chief Officer

A copy of the handbook can be accessed at the following link: [Handbook 2017](#)

### Apprenticeship update - new procurement guide

The LGA workforce team has developed advice and guidance on the procurement of apprenticeship training. EMC is working with the LGA to support councils to network and share information.

**Join the KHub group** for more information to support your work on apprenticeships.

### New National Secretary for Unite

Fiona Farmer left Unite at the beginning of this month and has been replaced by Jim Kennedy with immediate effect as Unite's National Secretary on the Local Government Services Negotiating Joint Committee. Jim has previously been UCATT's national officer on the Craft Joint Negotiating Committee and is also an ex-Chair of the Labour Party NEC, on which he still sits.

### Disability/Flexibility Confidence

The LGA is due to hold an event in London on creating work opportunities for people with disabilities on Wednesday 20<sup>th</sup> September. Details can be found at: [event information](#)

The event will cover the latest thinking about creating work opportunities for people with disabilities, how to use job carving/splitting effectively and what you can do to be more Disability Confident.

### Pensions Update

The August bulletin on the Local Government Pension Scheme is now available on [www.lgpsregs.org](http://www.lgpsregs.org) and under LGPC Bulletins at <http://lgpsregs.org/bulletinsetc/bulletins.php>.

### Review of National Pay Spine

From the regional pay briefing you will be aware of the work taking place to review the national pay spine to make it compliant with the National Living Wage projections and address issues such as the erosion of differentials.

The Employers' Working Group which supports the national review of the local government pay spine will be meeting on 7<sup>th</sup> August 2017. EMC is a member of the group and Sam Maher will be attending the meeting and will provide any updates to councils as soon as they are available for sharing.

