



Top items this month

JULY 2024



Local Government Recruitment Campaign



Building Leadership & Coaching Capacity



New Government's Employment Agenda



The latest National Developments

INFORMATION REQUESTS

In response to your requests, EMC co-ordinates the sharing of information, policies and approaches amongst councils. In the last 3 months we have conducted 10 surveys on behalf of councils on the following topics:-

- HR/Payroll system functional specifications
- Brazel-related claims
- Overseas criminal checks/good conduct certificates
- English/maths training providers
- Occupational health pre-employment checks

- Pay benchmarking of senior roles in Planning and in Housing
- Training/pay for training time for casual workers
- Paid time for wellbeing support
- Time to hire benchmarking
- DBS/Umbrella service arrangements and costs

Results are shared initially with those who contribute information. If you would like to see the results of any of the above, then please contact Sam.

CONTACT SAM

HR METRICS AND PAY BENCHMARKING SYSTEM - REMINDER OF FURTHER DEMO

Councils across the region have already confirmed they want to sign up to the Infinistats system that EMC is offering councils in the region to benchmark pay and other HR metrics. A reminder that due to demand, we've arranged a further demonstration of the system on 12th August 2024 at 3.00pm. To join the virtual meeting and see the system for yourself, email Sam. More information is on our website: [HR Metrics & Pay Benchmarking \(emcouncils.gov.uk\)](https://emcouncils.gov.uk)

CONTACT SAM

PROJECTS WITH LOCAL AUTHORITIES

During July EMC has supported councils with:

- Mediation
- Chief Executive appraisal facilitation
- Personal development planning

CONTACT SAM

CONTACT LISA

To find out how EMC could support an area of work for you, then please contact Sam or Lisa.





BUILDING LEADERSHIP AND COACHING CAPACITY

Thinking ahead to the autumn we have a range of quality leadership and management development accredited programmes available to support those first steps into management through to developing senior leaders. Here's just a taste of what is on offer:

ILM Leadership and Management Accredited Development Programmes

- Options at both Level 3 (both award and certificate) for Leadership and Management **starting 15th October 2024**—this 6 or 9 day programme supports the confidence, knowledge and skills of those who manage or aspire to manage multi discipline teams; or manage cross-functionally or rely on others to bring about results. EMC have negotiated a discounted rate of £985.00pp + VAT for Award Level and £1340.00pp + VAT for the Certificate. [READ MORE](#)
- For our middle managers, we have the ILM 5 Certificate in Leadership and Management starting on **17th October 2024** to prepare them for more demanding leadership roles where remote leadership is more prevalent and/or where engagement with partners and other internal stakeholder teams is key. EMC members benefit from the discounted rate of £1595.00 pp + VAT . [READ MORE](#)
- At a senior leadership level our ILM 7 Certificate at a post graduate level, helps participants to invest in their own personal brand, to create organisation and personal impact through high level engagement, influencing, innovation and critical thinking to make effective strategic plans. The EMC discounted rate is £2395.00pp + VAT. [READ MORE](#)

Complementing our support on the regional coaching network and to develop the skills, knowledge and understanding required to be an effective coach, we have a range of coaching qualifications available at ILM Level 3, 5 & 7 from November 2024.

- Our Level 3 programme starting 4th November 2024 supports those wishing to adopt a coaching style of leadership whether directly managing others or aspiring to. Our discounted rate of £895.00PP + VAT is available for EMC members. [READ MORE](#)
- At Level 5, this programme provides the knowledge, skills and confidence to coach &/or mentor others either as a line manager or as a participant in a wider coaching pool. The EMC discounted rate for this 7 day programme is £1595.00pp + VAT. [READ MORE](#)
- The Level 7 Certificate in Executive and Senior Level Coaching starts on 11th November and supports those with significant responsibility for coaching and mentoring to help validate and enhance their skills and credibility when coaching and mentoring at a senior level. Our discounted rate is £2395.00pp + VAT. [READ MORE](#)

We also provide Coaching Masterclasses to support ongoing knowledge and skills and our next one on LEADERSHIP COACHING is on 19th September, delivered virtually by our expert facilitator Suzanne Ross.

[READ MORE](#)

In-house course options are also available and for further discussions please contact Lisa Butterfill

[CONTACT LISA](#)

NEW GOVERNMENT'S EMPLOYMENT AGENDA - MAKING WORK PAY



I was listening carefully when King Charles III, sitting on his throne in the House of Lords said “My Government is committed to making work pay and will legislate to introduce a new deal for working people to ban exploitative practices and enhance employment rights”. It is some time since we heard the monarch say something like that in the course of a State Opening of Parliament. Change is on the way.

The detail of what the Government intends to do is set out in a document called “Labour’s Plan to Make Work Pay” which was published at the beginning of the election campaign. The party’s manifesto says that a Labour Government would implement that plan in full. If they do that, then this will constitute the biggest programme of employment law reform since the mid 1970s.

The proposed changes cover individual employment rights, trade unions, industrial action and equality. I count about 40 distinct proposals – some of which are more complicated than others and some of which have not yet been fully thought out. For example, it is difficult to discern exactly what the Government intends to do to legislate for its policy of ‘ending the practice of fire and rehire’. The pledge to abolish ‘exploitative’ zero hours contracts presumes some mechanism for distinguishing between zero hours contracts that are exploitative and those that are not. And I am intrigued by the proposals to give an automatic right to flexible working to all workers and to outlaw the dismissal of a woman in the first six months of her return to work after maternity leave except in ‘specific circumstances’. What exactly will those laws entail? I suspect that the Government’s plan to move towards a single status of employment so that workers and employees will enjoy the same rights will be deferred while they work through the consequences of such a change – not least the implications for tax and national insurance. Ultimately, we will have to wait until the publication of the Bill – expected in October – before we will know exactly what the Government has in mind.

Not all of the proposed changes require an Act of Parliament. The removal of the qualifying period for unfair dismissal could be done by Statutory Instrument – which is a much faster process requiring very little Parliamentary scrutiny. On the other hand, the Government has said that it will ‘ensure’ that employers will be able to operate probationary periods to assess new hires, which suggests that legislation will need to be passed before the qualifying period is removed.

The proposals on trade unions and industrial action are somewhat clearer. There is no ambiguity at all about the Government’s pledge to repeal the Trade Union Act 2016 (which introduced minimum turnout thresholds in industrial action ballots) or the Strikes (Minimum Service Levels) Act 2023. A more complex change is the abolition of the need for industrial action ballots to be conducted by post. The Government intends that they should be conducted either electronically or in the workplace. It is difficult to argue against this. Two of our more recent Prime Ministers were chosen by an online ballot so it is hard to claim that it would somehow be antidemocratic if the same process was used to decide whether refuse workers should implement an overtime ban. But there are quite a few provisions in the Trade Union and Labour Relations (Consolidation) Act 1992 that assume that the ballot is being conducted by post. In amending those sections, it will be interesting to see how far the Government goes in streamlining the process.



Will the need for independent scrutiny be left unchanged? What information will the union have to give those entitled to vote?

There is no doubt that the Government is going to make it quicker, cheaper and easier for trade unions to organise industrial action. I am a little surprised that employers do not, so far, seem to have expressed much concern about this. Perhaps that will change when the Bill is actually published.

On the wider industrial relations front, it is clear that the new Government will be promoting the collective voice of employees – particularly as expressed through trade unions. Expect the rules on collective consultation to be strengthened and extended – possibly to include any change in terms and conditions as part of the plan to eliminate ‘fire and re-hire’. The process for claiming union recognition from employers reluctant to engage will be made easier, and a Fair Pay Agreement will be introduced for the adult social care sector. This will essentially impose minimum terms and conditions across the sector, negotiated with trade unions at a national level. This is a major reform and will take some time to set up, but if it succeeds it could result in sectoral collective bargaining being rolled out more widely. In education, the Government intends to reinstate the School Support Staff Negotiating Body setting national terms and conditions and minimum rates of pay for support staff in schools across the country.

Of particular interest to local authorities will be a new approach to the contracting out of services encouraging councils to bring services back in house. The ‘two-tier’ code of practice that was withdrawn soon after Labour lost office in 2010 will be reintroduced.

It is also clear that the new Government will be more committed to the public sector duties to promote equality. In England it will enact Part I of the Equality Act 2010 creating a duty to have regard to the need to consider socio-economic inequality (already in force in Scotland and Wales). I wouldn’t be surprised if we also saw more made of the power to impose specific equality duties on public bodies. At the very least, I would expect the Government to ensure that their proposal that employers produce an action plan to address any gender pay gap would be extended to the public sector. The Government also intends to introduce a requirement to report on ethnic and disability pay gaps – although I suspect that they will discover that legislating for that is rather more complicated than they anticipate.

I find it difficult to believe that the Government will aim to get all of these reforms through in one go. There is enough here to occupy any Government for a full five-year term. When the Bill is published, one of the first things I will look for is how much the Government will seek to cram in and so by the end of October we should have a clear idea of how much will change and how quickly. Be in no doubt however that over the next few years the world of employment law is going to change profoundly.



NATIONAL PAY NEGOTIATIONS 2024

Agreement has been reached on a national pay award for **chief officers** for 2024. A copy of the circular detailing the agreement is available here:

[READ MORE](#)

The current state of play of other pay bargaining groups is as follows:-

Local Government Services ('Green Book')

UNISON's members voted to reject the offer and Unison will conduct a ballot for industrial action that will run from 4 September to 16 October. Unite members also voted to reject the offer; its ballot for strike action will run from 27 August to 15 October. GMB members voted to accept the offer.

Craftworker 'Red Book'

Unite and GMB members voted to reject the National Employers' 2024 pay offer. Both unions are considering their options.

Chief Executives

The Staff Side has welcomed the employers' offer but will not formally accept it until the main 'Green Book' pay deal has been finalised.

Teachers' pay 2024

The Government accepted the pay review body's recommended pay award increase of 5.5% for teachers including all allowances, providing almost £1.1 b extra funding for schools. The LGA will shortly be launching a survey to enable all relevant local authorities and school employers to input into the national employers' response back to Government.

For any queries on national pay negotiations, please email Sam

[CONTACT SAM](#)



EAST MIDLANDS ROLL-OUT OF LOCAL GOVERNMENT RECRUITMENT ADVERTISING CAMPAIGN

We had fantastic feedback on the event we hosted in partnership with the LGA at the King Power stadium on 11th July 2024; the purpose of the event was to start a roll-out of a recruitment advertising campaign for local government across the region. It was great to see so many colleagues and councils attending the event, and it was clear to see the impact of HR and Communications colleagues working together to shape the campaign to ensure it meets the needs of our region.

We will keep the momentum going by providing updates and facilitating future events as the project progresses. For further information, contact Sam.

[CONTACT SAM](#)