

Scoping Report for Supporting Derby's Workforce Overview and Scrutiny Topic Reviews

SUMMARY

- 1.1 The report sets out information on potential discussion items, relating to the Employee Commission and the commitments in the Employment Charter, to be considered by the Board as topic reviews over the next year.

RECOMMENDATIONS

- 2.1 To consider taking forward these potential topic reviews relating to the Employment Charter or propose alternatives.
- 2.2 To consider the information included with this report in order to agree the scope of the proposed reviews.

REASONS FOR RECOMMENDATIONS

- 3.1 To seek the views of the Board and consider any recommendations made by the Board to the Employment Commission.
- 3.2 To identify whether there are opportunities to reduce unnecessary demand and maximise the use of cost effective channels, thereby reducing costs and contributing to the Council's savings requirement.

SUPPORTING INFORMATION

4.1 Relevant Background Information

An Employee Commission consisting of Members, Trade Unions and Officers was formed in late 2014. It set out to agree a commitment pledge by the Council around key areas which would ensure the Council and City employers are supporting Derby's workforce by providing fair pay and conditions to all employees and offering opportunities to improve skills and inclusion.

- 4.2 The joint work of the Commission resulted in the development of an Employment Charter; which identified ten aspirational commitments.

4.3 Whilst all ten of the commitments outlined in the Charter are relevant to supporting Derby's Workforce, it is suggested that the Board consider selected topics for review.

4.4 Suggested Topics for Review

4.4.1 Reduction in the use of Agency Workers & External Consultants

This topic will support two commitments from the Charter:

"We will work to minimise the use of agency workers and ensure agencies we engage use professional methods and follow fair employment practices." (No5)

and

"We will strive to be as self-sufficient as possible and minimise the usage of external consultants by developing the skills and capacity of our own employees. We will seek value for money when using consultants whilst ensuring that they also follow fair employment practices." (No9)

4.4.2 Volunteering Opportunities Across the City

No 6. *"We will actively support and encourage our employees to take up volunteering opportunities across the city."*

4.5 What would be the scope of the Scrutiny Review of these topics?

The aims of the reviews could include but are not limited to...

Agency workers/consultants

- Identifying, evaluating and profiling the current use of agency workers/consultants, and consider whether there are any opportunities to change the existing usage or improvements that could be made.
- Understand internal and external factors that may influence the demand for access to agency staff/external consultants.
- Identify opportunities for reducing unnecessary demand of agency workers / external consultants and maximising the use of cost effective channels.
- Work with the services to develop strategies for maximising fair employment contracts and minimising reliance on both.

4.5 Volunteering

- Understand the different reasons that employees would wish to take up volunteering opportunities, and how they currently do this through the Council.
- Understand external factors that may influence the demand for volunteering opportunities within the Council and across the city.
- Recommend improvements to the means by which employees can access volunteering opportunities within the Council and across the city.
- Benchmark against other organisations to identify best practice and assess current practice in Derby City Council against recognised good practice. This could involve site visits.
- Look for potential for skill swaps and to support employee development.

4.6 What are the benefits of doing this Scrutiny Review?

The benefits of conducting these reviews would include.....

- To identify whether there are opportunities to reduce unnecessary demand on agency workers and consultants and therefore, maximise the use of cost effective channels, thereby reducing costs and contributing to the Council's savings requirement.
- To use workforce profiling to manage the Council's resources more efficiently.
- To assist the Council in gaining a better understanding of how employees access and execute volunteering opportunities and if current methods available are in line with employees' expectations and requirements.

4.7 Are there reasons for not doing this Scrutiny Review at this time?

No, the review will help to inform key elements of the Employment Commissions' development of the Employment Charter action and implementation plan.

OTHER OPTIONS CONSIDERED

5.1 None

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Estates/Property officer Service Director(s) Other(s)	Janie Berry, Director of Legal and Democratic Services and Interim Director of HR Diane Sturdy, Head of Service – OD, Employee Relations and Pay and Reward Strategy Gordon Stirling, Director of Strategic Services and Transformation and Interim Director of HR
For more information contact: Background papers: List of appendices:	Ruth Redfern 01332 643660 ruth.redfern@derby.gov.uk None Appendix 1 – Implications

IMPLICATIONS

Financial and Value for Money

- 1.1 There are no financial implications resulting from the recommendations of the report itself, however, there may be financial implications resulting from the recommendations of any further report or other Member recommendations passed back to Cabinet which will be reported as they are identified

Legal

- 2.1 There are no legal implications resulting from the recommendations of the report itself. However, there may be legal implications resulting from the recommendations of any further report or other Member recommendations referred to Cabinet which will be reported as they are identified.

Personnel

- 3.1 The personnel implications of each of the topics would be covered in any more detailed report on them.

IT

- 4.1 None

Equalities Impact

- 5.1 There are no direct equalities implications arising from this report, however, the topics outlined above would have detailed equalities implications on examination.

Health and Safety

- 6.1 The proposals will support the Health and Wellbeing Strategy

Environmental Sustainability

- 7.1 There are no direct sustainability implications arising from this report.

Property and Asset Management

- 8.1 None

Risk Management

- 9.1 The risk management implications of each of the topics would be covered in any more detailed report on them.

Corporate objectives and priorities for change

- 10.1
- A skilled and motivated workforce.