



Derby City Council

**Supporting Derby's Workforce Overview
and Scrutiny Board
10 April 2017**

ITEM 6

Report of the Chair of the Supporting Derby's
Workforce Overview and Scrutiny Board

Employment Practices Survey

SUMMARY

- 1.1 At the meeting of 16 January 2017 the Board were informed that a survey of Derby's largest employers had been carried out as part of the Supporting Derby's Workforce Overview and Scrutiny Board's topic review of Employment Practices in Derby.
- 1.2 The survey contacted Derby's largest employers and was carried out online between Monday 7 November and Friday 16 December 2016.
- 1.3 Following consideration of the results at the January meeting of the Board, it was agreed to extend the survey and contact senior representatives of Derby's largest employers. The Derby Renaissance Board was contacted via email on Friday 24 February and Friday 3 March encouraging members to respond to the survey.
- 1.4 Twenty-four responses have been received in total. These have included businesses from a manufacturing and engineering background, commercial services companies, the voluntary sector, education, health and care providers, leisure and arts organisations, and information technology businesses.
- 1.5 The revised findings are detailed in Appendix 2 of the report. A copy of the online questionnaire has been provided in Appendix 3 of this report. Due to the commercial sensitivity of the information provided, the names of organisations have been redacted from the public version of the report. The information has been made available to committee members confidentially via Appendix 4.

RECOMMENDATION

- 2.1 To note the findings of the Employment Practices Survey.
- 2.2 To note interest from eleven organisations in becoming accredited Living Wage Employers within the next five years.
- 2.3 To refer the evidence collated in relation to volunteering to the Community Development Officer to support engagement with the voluntary sector.

- 2.4 To commend the commitment of respondents to a wide variety of flexible working practices.
- 2.5 To conduct an internal review of Derby City Council employee benefits and incentives to ensure they remain competitive with other leading employers.
- 2.6 To recommend to Council Cabinet that the Council works with the seventeen employers interested in supporting Derby City Council Employment Charter to promote fair employment and working practices.

REASONS FOR RECOMMENDATION

- 3.1 To update the Board on the revised outcome of the survey of Employment Practices carried out between Monday 7 November and Friday 16 December 2016 and the subsequent responses received.
- 3.2 Respondents to the survey provided detailed information regarding their policies and practices in relation to the Living Wage, volunteering strategies, flexible working and employee incentives. This has informed the Board's on-going topic review of Employment Practices in Derby.
- 3.3 Eleven respondents expressed an interest in becoming an accredited Living Wage employer within the next five years; seventeen respondents were interested in supporting Derby City Council's Employment Charter. This presents an opportunity for the Board and the authority to work with these employers as they explore this process further.
- 3.4 To develop a partnership with the voluntary sector to encourage volunteering and raise awareness of employment choices in Derby.

SUPPORTING INFORMATION

- 4.1 On 18 July 2016, the Board decided to undertake a Topic Review into volunteering opportunities across Derby, combined with an investigation into which employers pay the Living Wage, as recognised by the Living Wage Foundation.
- 4.2 At the meeting of 19 September 2016, the Board agreed to carry out a survey of the top 200 companies in Derby to establish their policies and practices with regards to the Living Wage and their volunteering strategies.
- 4.3 A draft survey was agreed at the meeting of 17 October 2016, which considered the Living Wage, volunteering strategies, flexible working and employee incentives.
- 4.4 Details of the largest 200 employers by headcount were collated by the Economic Development Team. The companies were contacted initially via both email and post, with two follow-up email requests sent during the six week duration of the survey.

- 4.5 At the meeting on 16 January 2017 the Board considered the initial findings of the survey and agreed to extend the survey and contact senior representatives of Derby's largest employers.
- 4.6 It was felt that the most effective way to achieve this was to approach members of the Derby Renaissance Board, as representatives of the city's most influential employers. On 24 February and 3 March 2017, members of the Derby Renaissance Board were approached via email to encourage further responses to the survey.

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)	
For more information contact: Background papers: List of appendices:	Tania Hay 01332 643453 tania.hay@derby.gov.uk Alex Hough 01332 643643 alex.hough@derby.gov.uk Item 7 – Topic Review – Employment Practices Survey, Supporting Derby's Workforce Board, 16 January 2017 Appendix 1 – Implications Appendix 2 – Employment Practices Survey Results Appendix 3 – Copy of Online Survey Appendix 4 – Respondents (Confidential)

IMPLICATIONS

Financial and Value for Money

- 1.1 None arising directly from this report.

Legal

- 2.1 All information has been collected in accordance with the Data Protection Act 1998. Those employers who have indicated that they would be interested in supporting Derby City Council's Employment Charter have provided contact details for this purpose.

Personnel

- 3.1 None arising directly from this report.

IT

- 4.1 None arising directly from this report.

Equalities Impact

- 5.1 None arising directly from this report.

Health and Safety

- 6.1 None arising directly from this report.

Environmental Sustainability

- 7.1 None arising directly from this report.

Property and Asset Management

- 8.1 None arising directly from this report.

Risk Management and Safeguarding

- 9.1 None arising directly from this report.

Corporate objectives and priorities for change

- 10.1 The topic review into Employment Practices will contribute to supporting a skilled and motivated workforce in Derby.