



Derby City Council

COUNCIL CABINET
10 June 2015

ITEM 16

Report of the Cabinet Member for Jobs and Fair
Employment

Employee Commission – Employment Charter

SUMMARY

- 1.1 To update Cabinet on the delivery of the Council's Employment Charter and the aspiration to become a Living Wage Employer.
- 1.2 To update Cabinet on the work of the Employee Commission.
- 1.3 To identify the Charter as a delivery strategy to help meet Derby's 15 Year Vision.
- 1.4 To update Cabinet on the successful launch of the Charter and the support of our Trade Union colleagues.

RECOMMENDATION

- 2.1 To adopt the Employment Charter and support the work of the Commission in delivering its commitments.

REASONS FOR RECOMMENDATION

- 3.1 To deliver an action to meet the ten commitments within the Charter.
- 3.2 To develop a council delivery strategy as part of Derby's 15 Year vision to ensure city employers provide fair pay and conditions for all workers.
- 3.3 To aspire to become a Living Wage employer.

SUPPORTING INFORMATION

- 4.1 An Employee Commission comprised of Members, Trade Unions and Officers, met to agree a commitment pledge by the Council, to ensure the Council and city employers, provide fair pay and conditions to all employees.
- 4.2 The joint work of the Commission resulted in the development of an Employment Charter.
- 4.3 The Charter is both an internally and externally focused document and an action plan is being developed to deliver its commitments. It is essential that the Council meets its own obligations within the Charter, as a precursor to discussions with other employers.
- 4.4 The Council will be working with external employers in the City, to seek their pledges to sign up to the Charter, or work with the Council to develop a twelve month plan to meet the Charter.
- 4.5 We anticipate that we will develop a system for awarding 'Charter Status', to employers within the City.
- 4.6 It is recognised that some of the commitments are aspirational at this early stage. However, they support the delivery of Derby's 15 year vision.
- 4.7 The Council aspires to become a Living Wage employer and will strive to achieve this.
- 4.7 Developments and improvements to deliver the commitments within the Charter, have already commenced. A full action plan is to be developed in the near future and will be supplied to Cabinet.
- 4.8 The Charter was successfully launched at the Midlands Trade Unions Conference at the Council House on 16 May 2015. Our Trade Union colleagues are proposing to promote it as best practice, with other employers.

OTHER OPTIONS CONSIDERED

5.1 To do nothing.

This report has been approved by the following officers:

Legal officer	Janie Berry, Director of Legal & Democratic Services & Monitoring Officer and Interim Director of HR
Financial officer	Andy Jones, Finance
Human Resources officer	Diane Sturdy, Acting Head of Service – OD, Employee Relations and pay and Reward Strategy
Estates/Property officer	Janie Berry, Director of Legal & Democratic Services & Monitoring Officer and Interim Director of HR
Service Director(s)	Janie Berry, Director of Legal & Democratic Services & Monitoring Officer and Interim Director of HR
Other(s)	Gordon Stirling, Director of Strategic Services and Transformation & Interim Director of HR

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Background papers:	Appendix 1 – Implications
List of appendices:	Appendix 2 – Employment Charter

IMPLICATIONS

Financial and Value for Money

- 1.1 For non-school staff, the Council currently pays above the Living Wage and the Pay and Reward Strategy seeks to harmonise this with school staff as part of the delivery of the review. The Council will need to determine and review costs for 2016/17 onwards, to determine the impact of paying Living Wage, should the figure increase. It will also depend on where the pay line is drawn, as part of the job evaluation review.

Legal

- 2.1 The Charter supports and goes beyond our legal obligations in relation to employment practices.

Personnel

- 3.1 The Charter supports fair employment practices within the Council and the city.

IT

- 4.1 N/A

Equalities Impact

- 5.1 The Charter will support equality of opportunity for staff within the Council and employees within the city, as a result of its delivery.

Health and Safety

- 6.1 The Charter supports the health and wellbeing of employees and citizens.

Environmental Sustainability

- 7.1 N/A

Property and Asset Management

- 8.1 N/A

Risk Management

- 9.1 N/A

Corporate objectives and priorities for change

- 10.1 A skilled and motivated workforce.

Derby City Council

Employment Charter

Our aspiration is to apply the principles in the Derby City Employment Charter to all directly employed staff at the Council and to staff working for companies that the Council have a business relationship with through procurement. Derby City Council also encourages all employers across Derby to adopt the Charter as best practice.

1. We will pay at least the living wage to all employees and support Derby to become a living wage city.
2. We are committed to providing fair employment contracts and stability of employment to all employees.
3. We actively support trade union membership amongst our employees and recognise trade unions for the purposes of employee representation and collective bargaining.
4. We will provide an environment that creates workforce training opportunities to support everyone.
5. We will work to minimise the use of agency workers and ensure agencies we engage use professional methods and follow fair employment practices.
6. We will actively support and encourage our employees to take up volunteering opportunities across the city.
7. We will ensure we have policies and procedures in place which support employees to achieve work-life balance.
8. We will not award any contract to any company found guilty of blacklisting workers.
9. 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.

10. We will seek to offer a wide range of employee incentives.