

Employee Commission – Employment Charter

SUMMARY

- 1.1 To update Supporting Derby's Workforce Overview & Scrutiny Board on the delivery of the Council's Employment Charter.
- 1.2 To update Supporting Derby's Workforce Overview & Scrutiny Board 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 Supporting Derby's Workforce Overview & Scrutiny Board on the successful launch of the Charter and the support of our Trade Union colleagues.

RECOMMENDATION

- 2.1 To note the Employment Charter that has been approved by Council Cabinet and support the work of the Commission in delivering its commitments.

REASONS FOR RECOMMENDATION

- 3.1 To deliver an action plan to meet the ten commitments set out within the Charter.
- 3.2 To develop a strategy as part of Derby's 15 Year Vision to ensure Derby City Council provides fair pay and conditions.
- 3.3 To aspire to offer opportunities to increase skills and motivation for Council employees.
- 3.4 To support employers within Derby, to aspire to meet the commitments within the Employment Charter.

SUPPORTING INFORMATION

- 4.1 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 motivation.
- 4.2 The joint work of the Commission resulted in the development of an Employment Charter; which identified ten aspirational commitments.
- 4.3 The Charter is both an internally and externally focused document; however it is essential that the Council meets its own obligations to the Charter in advance of external discussions with employers. To that end an internal action and implementation plan is being developed to deliver its commitments.
- 4.4 The Commission will establish inclusive working groups to focus on each specific charter commitment. This will include developing interim protocols where necessary and ensuring plans are in line with Derby's 15 Year Vision.
- 4.5 Each working group will follow a plan of assessment, data analysis, external best practise, timeframes and costing, evaluations and recommendations. Specific research will also be undertaken on how to link the Charter with Council procurement practises; suppliers; agencies and consultants; Council funded and or subsidised organisations; and schools.
- 4.6 Working with external employers in the city, the Commission will develop a process for awarding 'Charter Status' to encourage employers to sign up to the Charter fully, in part, or to develop a twelve month plan to meet the Charter. As part of this process the feasibility of employer incentives for Charter pledges will be investigated.
- 4.7 The Commission will also work to develop regional and national links to promote the Charter through; the sharing of best practise with neighbouring authorities; targeting regional employers; engaging with Trade Union colleagues to seek opportunities to promote locally and regionally.
- 4.8 It is recognised that the Charter comprises of aspirational commitments; however they are not unachievable within the 15 Year Vision and focus on supporting Derby's workforce.
- 4.9 Developments and improvements to deliver the commitments within the Charter have already commenced. 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 practise with other employers.

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, Acting 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 64 3660 ruth.redfern@derby.gov.uk Appendix 1 – Implications Appendix 2 – Employment Charter

IMPLICATIONS

Financial and Value for Money

- 1.1 The Council currently pays more than the Living Wage for non-school staff and will be seeking to adopting this approach for schools staff.

Legal

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

Personnel

- 3.1 The Charter supports fair employment practises within the Council and the City

IT

- 4.1 N/A

Equalities Impact

- 5.1 The Charter supports equality of opportunity for staff within the Council and employees within the City

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 are committed to providing fair employment contracts and stability of employment to all employees.
2. We will pay the Living Wage to all employees and support Derby to become a Living Wage City.
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.