



Derby City Council

**Supporting Derby's Workforce Overview
and Scrutiny Board
16 January 2017**

ITEM 7

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

Employment Practices Survey

SUMMARY

- 1.1 A survey of Derby's largest employers has 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 more than 200 of Derby's largest employers and was carried out online between Monday 7 November and Friday 16 December 2016.
- 1.3 The full findings of the survey are detailed in Appendix 2. A copy of the online questionnaire is provided in Appendix 3.
- 1.4 Twenty responses were received from organisations from a range of backgrounds. These included manufacturing and engineering businesses; commercial services companies; the voluntary sector; education, health and care providers; leisure and arts organisations; and, information technology services.

Due to the commercial sensitivity of the information provided, the names of the companies have been redacted from the public version of this report. This information will be made available to committee members confidentially in Appendix 4.

RECOMMENDATION

- 2.1 To note the contents of the report.
- 2.2 To agree further actions in relation to the Board's ongoing topic review of Employment Practices in Derby.
- 2.3 To request that further analysis is carried out on the results of the survey and an update provided at the next meeting of the Board.

REASONS FOR RECOMMENDATION

- 3.1 To update the Board on the outcome of the survey of Employment Practices carried out between Monday 7 November and Friday 16 December 2016.

- 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 will inform the Board's ongoing topic review of Employment Practices in Derby.
- 3.3 Fifty per cent of respondents expressed an interest in becoming an accredited Living Wage employer within the next five years; sixty-five per cent 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.

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 Chair 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 by the Chair of the Board, with two follow-up email requests sent during the six week duration of 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:	Alex Hough 01332 643643alex.hough@derby.gov.uk None 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 on-going topic review into Employment Practices will contribute to supporting a skilled and motivated workforce in Derby.