

Time Commenced – 6.00 pm
Time Finished – 6.35 pm

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

Present: Councillor Jackson (Chair)
Councillors Anderson, Barker, Evans, Grimadell, A Holmes, S Khan
and Whitby

In attendance – Janie Berry – Director of Governance and Monitoring Officer
Tania Hay – Employment Commission Lead, Strategic HR

23/16 Apologies for Absence

There were no apologies.

24/16 Late Items

There were no late items.

25/16 Declarations of Interest

Councillor Anderson declared that he was employed by one of the companies that had responded to the employment survey.

**26/16 Minutes of the Meeting Held on 16 January
2016**

The minutes of the meeting held on 16 January 2016 were agreed as a correct record and signed by the Chair.

**27/16 Items Referred from Corporate Scrutiny and
Governance Board**

There were no items referred by the Corporate Scrutiny and Governance Board.

28/16 Topic Review – Employment Practices Survey

The Board considered a report which stated that 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.

The survey contacted Derby's largest employers and was carried out online between Monday 7 November and Friday 16 December 2016.

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.

Twenty-four responses had been received in total. These had 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.

The revised findings were detailed in Appendix 2 of the report. A copy of the online questionnaire had been provided in Appendix 3 of the report. Due to the commercial sensitivity of the information provided, the names of organisations had been redacted from the public version of the report. The information had been made available to committee members confidentially via Appendix 4.

Resolved

- 1. To note the findings of the Employment Practices Survey.**
- 2. To note interest from eleven organisations in becoming accredited Living Wage Employers within the next five years.**
- 3. To refer the evidence collated in relation to volunteering to the Community Development Officer to support engagement with the voluntary sector.**
- 4. To commend the commitment of respondents to a wide variety of flexible working practices.**
- 5. To conduct an internal review of Derby City Council employee benefits and incentives to ensure they remain competitive with other leading employers.**
- 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.**

29/16 Exclusion of the Press and Public

To consider a resolution to exclude the press and public during consideration of the following item

“that under Section 100(A) of the Local Government Act 1972, the press and public be excluded from the meeting during discussion of the following item on the grounds that it involved the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Act and that the public interest in maintaining the exemption outweighs the public interest in disclosing the information”

30/16 Topic Review – Employment Practices Survey

The Board considered exempt information in relation to the topic review – employment practices survey.

MINUTES END