



HR in the East Midlands

March 2022

We hope you are enjoying the snow in this first week of Spring! Hopefully this bulletin provides a welcome distraction with news and updates on all things HR and L&D. This month we feature new networking opportunities with a launch of a new Equality, Diversity & Inclusion Network and date for your diary for the Pay and Rewards network. We also provide a round-up of national news. Darren Newman's article will be circulated separately.

Regional Employers' Board & Regional Joint Council Update

The most recent Regional Employers' Board (REB) and East Midlands Regional Joint Council (EMRJC) meetings took place on 16th March 2022. The EMRJC discussed initiatives to manage agency costs and the implications of the removal of free Covid tests and managing cases where employees have symptoms. EMC has been pressing for further national guidance and in the absence of this will arrange an Exchange to share practice, and the Joint Secretaries of the EMRJC will identify issues that councils will need to consider.

Formal and sincere thanks were expressed to Chris Tansley for chairing the Staff Side for over 18 years. Janet McKenna was welcomed as the new Chair.

Caretakers Lettings Fees

The EMRJC agreed to increase Caretakers' Letting Fees by 1.75% with effect from 1st April 2021. The revised rates can be found [here](#).

East Midlands Virtual Information Exchange – “Grow Your Own”

EMC have arranged a virtual information exchange on **6th May from 10.00am-11.30am** on the topic of “Grow Your Own”. This area of work has been identified as one of EMC's work priorities for this year and we hope that you will find this exchange beneficial.

The session will have input from Paul Brookes from Chelmsford City Council on how apprenticeships have been used to help solve a recruitment crisis. Christine Sarris from Ashfield District Council has also agreed to talk about her experiences of how the authority have “grown their own” **Planners**.

The Exchange will be the opportunity for participants to share their own experiences and identify areas for future support. If you would like to book a place please use the link [here](#).

Projects with Local Authorities

During March, EMC has supported individual councils with:-

- Mediation
- Job evaluation training
- Psychometric testing

To find out how EMC could support an area of work for you, then please contact Sam or Lisa.

Sam.Maher@emcouncils.gov.uk

Lisa.Butterfill@emcouncils.gov.uk

Networking

Equality, Diversity and Inclusion Network Launch, 18th May 2022 2.00 – 3.30

EMC is delighted to announce the launch of a new Equality, Diversity and Inclusion Network. The network will launch on 18th May 2022 as a virtual network meeting starting at 2:00. Building on EMC's extensive experience of developing practitioner networks, the network will bring individuals from across organisations together to learn and share.

This network will be for those leading the EDI agenda. At the first meeting of the group the goal will be to identify some key objectives for the network. The initial meeting will provide an opportunity to explore:-

- what would you find useful from a network
- priorities for those in the network
- opportunities to work collaboratively
- what a future work programme might look like
- how the group wants to operate, meeting format, frequency, etc

To register to attend please visit [here](#) and book a place.

Pay and Rewards Network, 11th May 2022

A meeting of the Pay & Rewards network is being arranged for 11th May 2022 at 10.30am. The meeting will include:-

- Any feedback from/to national pay meetings – the National Employers are meeting earlier that week.
- Pay benchmarking – focusing on Chief Executives and Planning roles.

Further details will be circulated soon. To book a place, please email Mila at mila.pereira@emcouncils.gov.uk

Contact Details

For further information about any of our work please contact the team:-

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Learning & Development

What a volatile and uncertain world means for coaching, 28 April 2022 - 9:30 - 12:30

The East Midlands Coaching network is hosting a Coach development session on 28 April which will provide an opportunity to explore what a volatile and uncertain world means for coaching, reflecting on the experiences of the last two years. The workshop will include a practical demonstration of centring for resilience, along with an opportunity to build a personal development plan for your coaching work. More information is available from [here](#).

Learning & Development Events & Support 2022-23

We're keen to showcase our plans for learning and development support over 2022-23 and some highlights are set out below.

Leadership development:-

- A new Master Class series for Heads of Service
- Accredited ILM Leadership Programme options at levels 3 and 5.
- Leading beyond your profession/expertise
- Mentoring development programme

Our development offer will also include:-

- Neurodiversity awareness
- Mental health First Aiders, including programmes and support for current mental health first aiders
- The return of our highly successful PA conference
- Our popular Employment Law seminars.

Development of Coaches - We'll continue to provide support for coaches across the region, including the return of the annual Coaching Conference later in the year and a series of skills master classes.

We're keen to be able to respond and provide support that is valued by local authorities across the East Midlands. If there is something that you would wish to see featured on our regional programme, or an area you would like support to be delivered inhouse then feel free to Kirsty Lowe a line on

Kirsty.lowe@emcouncils.gov.uk



In Deep with Darren

This month, Darren Newman's will be circulated separately

National Developments

Pay Negotiations

Earlier this month we circulated information on the agreement reached for employees on "**Green Book**" terms and conditions, with the Employers' final offer being accepted following the outcome of union ballots. The award was effective from 1st April 2021 and saw an increase of 2.75% on NJC pay point 1 and 1.75% on NJC pay points 2 and above.

Agreement has not yet been reached for **Craftworkers** or **Youth and Community Workers**. In relation to Craftworkers, at the beginning of the month Unite said it was "... *assessing the situation and nothing will be signed off at present*".

A national pay claim for 2022 is likely to be submitted by trade unions representing Green Book employees in May 2022 and EMC will host further briefing meetings to discuss any claims and to enable councils to feed in their views to inform national negotiations.

Our pay briefing earlier this month on the challenges of future local government pay was well-attended. It focused on the significant pressure from the Government's policy relating to National Living Wage. We are raising further awareness of these issues at EMC's Executive Board.

COVID-Related News

EMC has been pressing for national guidance on any workforce implications relating to the lifting of COVID restrictions and the withdrawal of universal free testing from 1st April. The LGA is waiting to see Government guidance to inform any national guidance they would produce for councils.

If this guidance is not available, EMC would be happy to arrange an Exchange so that councils can share approaches. We will keep you posted!

Cyber security qualifications

Just a reminder that **tomorrow (1st April 5pm)** is the deadline to apply for a funded training programme for one of your ICT officers on cyber security. The LGA has been awarded additional funding from the National Cyber Security Programme to deliver a sector-wide cyber security qualifications uplift. All councils can [apply for grant funding](#) for an officer to undertake a professionally certified cyber security qualification. Please do make your IT and security teams aware of this offer. To apply for funding please fill out this [application form](#).

T Levels – Newsletter and Survey

T Levels are a two-year post-16 Level 3 technical qualification which are set to replace all existing technical qualifications. As part of the qualification, T Level students spend time in the workplace to help them build skills and experience. The LGA have a newsletter with up-to-date information and announcements on T Levels – access it [here](#).

The LGA is offering support to councils who are looking to implement T Level industry placements in their workplace. To inform their work, the LGA have put together a short survey to find out the level of knowledge relating to T levels and to understand if your workplace is looking to implement placements in the future. Further information on the survey can be found [here](#).

Apprenticeships

Local Government Apprentice of the Year 2022

A reminder on the national Local Government Apprenticeship of the Year event. The event will take place on 25 May (8:30–4:30), with colleagues returning on the morning on 26 May (10:00–11:00) to celebrate successes and crown the winner.

It is open to all level 2 and level 3 apprentices in local government across England (current apprentices or those who qualified within last 12 months). For further information or to book a place visit [here](#).



Apprenticeship Newsletter

The latest LGA apprenticeship newsletter can be found [here](#). It covers developments in the world of apprenticeships, including:-

- Public Sector Apprenticeship Target Set to End
- New LGA Webinars
- Local Government Apprentice of the Year 2022
- Top 100 Apprenticeship Employers 2022

