



HR in the East Midlands

November 2022

November saw conclusions to the main national pay negotiations for 2022 and a round-up is included in this month's issue. The ink may still be drying on those agreements, but plans are already being made for 2023's pay negotiations. It was great to see so many of you at our Employment Law update with Darren Newman and the Exchange we held on calculating holiday pay. We are pleased to be able to extend the Early Bird discount for the LA Challenge taking place in March – see the L&D section for details.

XperthR Regional Deal 2023-24

EMC is continuing to support councils by negotiating a discount to subscribe to the online information service - Xperthr.

Once again, we have secured a **price freeze** on rates for the coming year based on the current number of user licences. The costs for April '23 to March '24 are:-

- Single User Licence - £820.00 per person + VAT. The standard rate card pricing structure is £2330 pp + VAT - a **saving of 65%** per licence.
- Public Sector Site Access Fee - £160.00 per organisation + VAT. The standard public sector site access fee is £1220 + VAT – a **87% saving** per organisation.
- For the optional additional Abbey Legal advice line from XperthR, the cost is £662.00 per person.

You can join the scheme or renew your subscription by contacting Mila by **Friday 27th January 2023** informing her of the number of licences you require:

mila.pereira@emcouncils.gov.uk

Hold the Date – Regional Pay Briefing 2023

The joint trade unions have indicated they will be submitting their national pay claim for Local Government Services (Green Book) employees by the end of January 2023.

EMC will host a regional pay briefing on 8th February 2023 to enable councils' senior officers and lead Members to meet with national negotiators to discuss any response to the claim. Attendance by Finance/Resources Directors is particularly encouraged. The meeting will be virtual and will start at 3.00pm. To book a place please visit our website [here](#).

Projects with Local Authorities

During November, EMC has supported councils with:-

- Senior Team Development
- Interim HR Management

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

Learning & Development

LA Challenge 2023: Early Bird Extension!

Details of the 2023 LA Challenge were set out in last month's HR Bulletin. This month we wanted to remind you of the opportunity to save £245 per team through our early bird offer – this has been extended to Friday 6th January 2023. Names of individual participants aren't required at this stage.

The LA Challenge is on 16th March 2023 at Leicester Racecourse in Oadby. It is a showcase event – a day that provides the opportunity to learn through experience and fun working as a team. Successful teams and individuals are recognised at the awards dinner held that evening. Full details are available [here](#)

Network Updates

Councillor Development Network

The Councillor Development Network is a forum for both officers and councillors to share approaches and information on member development.

The network met on 22nd November and included an item on supporting disabled councillors and candidates. The meeting heard from Will Oldham, Leadership Adviser at the LGA on practical support to help councils ensure accessibility and inclusion. The network also discussed councils' plans and progress relating to councillor induction for 2023. There was also an opportunity for participants to share current member development priorities, as well as ask any questions of the group. To join the network, email Mila at mila.pereira@emcouncils.gov.uk

Scrutiny Network – 2nd December

This is also a forum for both officers and Councillors and provides a valuable source of support for councils across the East Midlands. The next meeting for the network will be on 2nd December and will hear from a speaker from the Centre for Public Scrutiny. To join the network, email Mila at mila.pereira@emcouncils.gov.uk

Equality, Diversity and Inclusion (EDI) Network – 7th December

The next meeting of the EDI Network is on 7th December. The network will hear about initiatives to support diversity and inclusion for councillors and find out about a national pilot scheme and an opportunity to participate. The meeting will also discuss special interest groups and how these can be supported to make progress on priority areas of work. To join the network email Mila at mila.pereira@emcouncils.gov.uk

Kirsty Lowe

Earlier this month, we said fond farewells to Kirsty Lowe as she left EMC to join the University of Nottingham in an Organisation Development role.

Kirsty has played a key role in EMC's learning and development and network activity and has developed great relationships with many colleagues in organisations across the region. We are grateful to Kirsty for all her great work during the 16 years she has been with EMC and wish her every success in her new role. The picture below is of Kirsty being recognised for organising the LA Challenge in 2019 and ensuring it was a successful event:-



In Deep with Darren

Darren's article will be sent out separately this month.

National Developments

National Pay & Conditions

Green Book and Chief Officer Agreements

On 1st November, agreement was reached on pay awards for local government services ('Green Book') employees and local authority Chief Officers. The circulars can be accessed [here](#).

As it did last year, Unite has declined to have its details included in the circular for the Green Book agreement because its members voted by 78 per cent to 22 per cent to reject the employers' offer. This didn't prevent a collective agreement from being reached and implemented by employers, because a majority on the Trade Union Side was in favour of reaching agreement. Unite has announced its intention to [launch local campaigns to secure pay increases and improved T&Cs](#).

Agreement for Craftworkers ('Red Book')

On 10th November, agreement was reached on the pay award for local authority Craftworker ('Red Book') employees for 2022. A copy of the circular can be found [here](#).

Despite the agreement, Unite and GMB have [announced their intention to target councils where 'Red Book' employees are well organised](#), in order to actively pursue local disputes that will focus on achieving improved terms and conditions for their Craftworker members.

Agreement for Chief Executives 2022

On 28th November, agreement was reached on the pay award for Chief Executives, providing an annual increase of £1925. A copy of the circular can be found [here](#).

Fire service pay 2022

The Fire Brigades Union (FBU) rejected a pay offer of a 5% increase for uniformed fire service personnel across the UK from firefighters to middle managers. The FBU has now decided to ballot its members on strike action. The ballot will run from 5th December 2022 to 23rd January 2023.

Increases to Minimum Wage Rates from 1st April 2023

The Government has announced that it will accept the Low Pay Commission's recommendations for an increase in National Minimum Wage rates from 1 April 2023. The new rates are set out below:-

Rate	1 April 2023
National Living Wage Rate (23+)	£10.42
21-22 Year Old Rate	£10.18
18-20 Year Old Rate	£7.49
16-17 Year Old Rate	£5.28
Apprentice Rate	£5.28

Local Government Pensions Bulletin

The most recent bulletin includes LGPS statistics for the 2021/22 year and provides updates on pensions dashboards. It can be accessed [here](#).



Information Commissioner's Office (ICO) Guides

The ICO is producing more user-friendly on-line guides on specific topics relating to employment practices and data protection. These will replace the current Employment Practices Code and supplementary guidance which haven't been updated since the new Data Protection Act came into force in 2018.

Last month the first draft guide was issued on the topic of monitoring at work, and the ICO has asked for comments by 11th January 2023. A copy of the draft is available here: [ICO consultation](#)

This month the ICO issued a draft guide relating on information about workers' health. A copy can be accessed here: [ICO draft guide: workers' health info](#). Feedback on the draft guidance can be provided until 26 January 2023. Details of how to comment are available on the ICO website: [here](#).

T Levels News and Updates

The latest T Level Bulletin contains news and updates including information about T Levels Week, a T Level toolkit and upcoming events. Click [here](#) to view the T Level bulletin.

Apprenticeship Newsletter

The November edition of the Apprenticeship Newsletter includes details of the next webinar in early December and a head's up about this year's LGA Apprenticeships Survey that launched this week (see below). Click [here](#) to view the newsletter.

LGA 2022-23 apprenticeship survey

The LGA's 2022-23 apprenticeship survey has just been launched. This year there are two surveys: one operational one for councils, and one to survey apprentices in local government. Both surveys are open until 5.00pm on 11 January 2023. Links have been sent to all councils. If you have not received yours or want more information, please contact jamie.saddler@local.gov.uk

