



HR in the East Midlands

November 2020

It was great to see many of you at the Employment Law update we ran with Darren Newman earlier this month. His article will be circulated separately tomorrow. While we await the publishing of guidance on exit pay and the outcome of judicial reviews (not likely to take place until January), it is good to focus on other issues. So, this month we highlight a number of different events and offers that we hope will be helpful and of interest, and provide a round-up of the national developments during November to make sure you've not missed anything.

Xperthr Regional Deal 2021-22

Demonstrating the value of collaborating, EMC negotiates on behalf of our member councils a discounted deal to subscribe to the online information service Xperthr. We are really pleased to confirm that we have been able to negotiate a further freeze on costs for the forthcoming year (April 2021 - March 2022), representing significant savings for councils as follows:-

- Single User Licence - £820.00 per person + VAT, compared to the standard rate card price of £2330 pp + VAT – **a saving of 65% per licence.**
- Public Sector Site Access Fee - £160.00 per organisation + VAT, compared to the standard access fee of £1220 + VAT - **an 87% saving per organisation.**

You can join or renew your subscription by contacting Mila Pereira at mila.pereira@emcouncils.gov.uk by **29th January 2021** at the latest, letting her know how many licences you require.

Information Exchange – 16th December

Following the success of the first Information Exchange in August, we will be running the second Information Exchange. It will take place on 16th December at 2.00pm as a virtual networking opportunity. This 2nd Exchange will be on the theme of supporting wellbeing, which was one of the issues you said you would like to share and discuss. We will have the benefit of expert input for this session, which will be tailored on your current concerns. To shape the focus of this session and for further information, contact Lisa at Lisa.Butterfill@emcouncils.gov.uk To participate, register with Mila.Pereira@emcouncils.gov.uk

Projects with Local Authorities

During November we have provided support to councils on individual assignments including:-

- Supporting career transitions and outplacement
- Facilitating Chief Executive appraisals
- Mediation

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

Leadership Development

The latest meeting of the Learning and Development network took place in November, with a focus on two specific items: leadership development and equality, diversity and inclusion.

On Leadership Development, EMC colleagues showcased a new Leadership Development programme that will be launched in the New Year, 'Leading through Turbulent Times', which has been developed in conjunction with Suzanne Ross in direct response to the challenges presented by the COVID-10 pandemic. Further information on the programme, including dates, prices and course outline will be shared in early December. For further information contact Kirsty.lowe@emcouncils.gov.uk

Selfcare for Coaches, 9 December 2020

EMC are hosting a virtual workshop for coaches on 9 December, focusing on selfcare. The session is part of our free CPD programme for coaches in the regional network, but is open for coaches outside of our network to book a place. It will cover:-

- what's happening, what are coaches dealing with, their challenges, their emotions – sowing the seed of empathy/compassion fatigue
- how do these things impact on what we do as coaches? And what might happen if we don't spend enough time on looking after self?
- spotting the sign of pressure
- barriers to selfcare
- introduction to Kristen Neff self-compassion - how do we treat a friend how do we treat ourselves
- self compassion for caregivers practice

Workshop information [here](#).

Virtual Report Writing Course, Jan 2021

EMC is hosting two 3-hour interactive virtual workshops on report writing [full details [here](#)]. The course will explore:-

- **What are the expectations with regards written reports in your role?**
- **What should we think about before writing the report?** Exploring: the audience and their expectations, language, tone, length.

Dates: Tuesday 19 January 9:30 – 12:30; Thursday 28 January 13:30 – 16:30

Social Connections

Maintaining social connections while working remotely has been a theme of 2020, recognising the value people place upon the personal connections that work and being in a workplace offers. In October, EMC asked colleagues from across the East Midlands to share examples of social connection activities. We had a brilliant response, and some of our favourite examples are highlighted here:-

- Coffee Roulette – you have a 30-minute coffee with a randomly selected member of your service area that you may not communicate with regularly.
- Shape hour – 3 shape hours a week are offered. Shape hour is time to focus on physical or mental wellbeing – this could be going for long walk at lunch time with a partner/friend/neighbour, meditation or anything else that is on the wellbeing programme/ calendar.
- Oxytocin can increase by feeling safe, secure and required as part of a team – asking each team member to email one positive about working with each team member and then the manager collating the positives and sending them to the individual. This may be a nice thing to do before Christmas so you can end the year on a supportive and connected note.

We also asked people to share their plans for Christmas, here are just a few:-

- Virtual Annual Staff awards
- Christmas quiz – on the House Party App
- Competitions - Fancy dress, Christmas jumper, Best bakes, best pet costume
- Games and activities – Charades, Tiktok challenges, Virtual carolling, Christmas crafts
- Alternative Christmas reading, Panto

Contact Details

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

Sam.Maher@emcouncils.gov.uk
Lisa.Butterfill@emcouncils.gov.uk
Kirsty.Lowe@emcouncils.gov.uk
Mila.Pereira@emcouncils.gov.uk



AVC Wise – Salary Sacrifice Shared Cost AVC Scheme

Established by PSTAX, the largest providers of public sector tax advice in the UK, **AVC Wise Ltd.** facilitate the launch and on-going management of salary sacrifice Shared Cost AVC schemes within Local Government Pension Scheme (LGPS) organisations.

EMC has arranged for AVC Wise to provide a dedicated event for local government colleagues within the region on 11th January 2021 at 10.30am to outline how the schemes work. During a one-hour virtual session, the team from AVC Wise will cover:-

- How the scheme can help you generate significant savings for your organisation during these very trying times
- How running the scheme can help your employees with their financial health and wellbeing
- Demonstrate how they can make the scheme easy for you to run and maximise your savings

To book a place, please email Mila at mila.pereira@emcouncils.gov.uk

Kickstart – Still Time to Join our Regional Group to access the Scheme

As featured in last month's HR Bulletin, EMC is co-ordinating a regional approach to the Kickstart scheme to enable councils and other partner organisations to access the funded Kickstart scheme. The collaboration will help meet the threshold of 30 placements which are required to access the funding. **There is still time to express an interest in offering a 6-month work placement.** EMC can also provide additional support to those on the placement, to make it as easy as possible for your organisation to participate and provide efficiency in the use of resources. We already have enough interest expressed from councils in the region to meet the 30-placement threshold to access funded placements, and there is still time to join in. **Contact Suzanne for more information/to express an interest:**

Suzanne.boulby@emcouncils.gov.uk

National Developments

Chancellor's Statement on Public Sector Pay & National Living Wage

The Chancellor's statement on 25th November 2020 included the anticipated announcement regarding a public sector pay freeze.

You will no doubt be aware aware that the Government does not have a formal role in determining pay for local government employees, which is reached through negotiation between employers and unions. The announcement of a £250 increase for those earning less than £24,000 does not automatically apply to the local government workforce. Nationally, 30% of local government workers earn less than £24,000.

Pay for teaching staff is set by a pay review body following a remit set by the Government. A pay freeze for teachers may exacerbate existing recruitment and retention challenges, particularly for teachers in key subject areas.

The statement included an increase in the National Living Wage from April 2021 to £8.91 per hour. This will be below the current minimum hourly rate on the national pay spine, which is £9.25 per hour.

Exit Pay Reforms – MHCLG Consultation

Consultation closed on 9th November for MHCLG proposals relating to the implications for local government on exit pay cap and its additional proposals to reform redundancy compensation. The link is available [here](#)

Over 400 responses were submitted and EMC provided a response reflecting the views it had received from councils across the region.



Platinum Jubilee Additional Bank Holiday 2020

The NJC issued a circular relating to the Government's announcement that there will be an additional bank holiday to celebrate Her Majesty The Queen's Platinum Jubilee in 2022. The circular can be accessed [here](#).

NJC Circular re COVID-19

Earlier this month we circulated a further circular from the NJC related to COVID-19. This time, it covered working arrangements during the current period of national restrictions in England, for people classed as Clinically Extremely Vulnerable and Clinically Vulnerable.

A copy of the circular is available [here](#).

Results of Latest COVID Workforce Survey & COVID Workforce Information

The report setting out the summary findings from the latest workforce survey is available [here](#)

The survey is continuously evolving to capture key workforce information and is actively used by MHCLG, thereby avoiding duplicate information requests to local authorities. Your co-operation with the survey is therefore much appreciated and of real benefit.

If you would like assistance on how to access the data and to generate reports, contact Sam at Samantha.maher@emcouncils.gov.uk

You can access the latest of our national/regional workforce updates relating to COVID [here](#)

JE Guide for Academies/MATs

On 26th November, the NJC for Local Government Services published a comprehensive guide to JE for use in Academies / MATs. The guidance, along with the entire of suite of JE documentation, can be found online (login required): [here](#)

Environmental Health Together campaign

To help councils support communities, the MHCLG, NHS Test and Trace, the Chartered Institute of Environmental Health (CIEH) and the LGA have launched [Environmental Health Together](#), a campaign to encourage environmental health professionals to work in local government. Councils can get involved through a simple sign-up [form](#).

Apprenticeships

LGA Update November 2020

November LGA Update can be found [here](#) including:

- Spending Review
- Public Sector Target: 19/20 Reporting Data published
- Pooled PAYE Issue
- Job Vacancy: Apprenticeship Network Manager, LB Hackney

