



HR in the East Midlands

October 2022

Pay remains the hot topic, as we await the outcome of the joint union meeting tomorrow for their response to the national pay offer. We will issue the Circular as soon as it is available. For a round-up of the national developments, head to the national news section. Darren Newman has been busy trick or treating and we will send his article out separately. Our L&D section focuses on networks and includes a reminder of the Early Bird discount for the LA Challenge in March.

Exchange – Implications of the Brasel Ruling on Holiday Pay

The arrangements of the Virtual Exchange on Brasel as outlined in the last Bulletin. It will be on Tuesday 8th November at 2.00pm and is a free event, providing the opportunity to come together virtually and share information and approaches.

The focus is on the practical implications and responses to the Supreme Court's ruling on how holiday pay should be calculated for term-time employees.

The session will also benefit from the expert advice and guidance of Phil Bundy, Senior Legal Adviser at the LGA. E-mail Sam with any queries that you would like covered at the Exchange by 4th November at sam.maher@emcouncils.gov.uk.

To book a place on the exchange please email Mila: mila.pereira@emcouncils.gov.uk

Employment Law Seminar with Darren Newman 9th November

It is not too late to join the Employment Law Update Seminar with Darren Newman. The content is tailored for EMC to ensure it is relevant to councils. We will look at government plans for employment law and all the new case law. The session will include: -

- ❖ Holiday pay
- ❖ Unfair dismissal
- ❖ Trade unions and collective bargaining
- ❖ Hybrid working
- ❖ Discrimination law update

There will be plenty of time for questions and discussion.

Details: It takes place from 10.00 to 12.15. Places are discounted for EMC members at **£65** each. **Further discount is available:** BUY ONE PLACE AND GET ANOTHER HALF PRICE. You can book [here](#)

Projects with Local Authorities

During October EMC has supported councils with:-

- Recruitment and selection training
- Advising at a grievance hearing

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

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Learning & Development

LA Challenge 2023: Early Bird!

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 – if you book by 30th November. 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](#)

High Impact Leadership, ILM Level 5

Final places are available on a regional Leadership & Management ILM 5 programme. The course starts on 16 November 2022 and contains both to face-face and virtual workshops. For more information visit [here](#).

Network Updates

A key role of EMC is to help councils collaborate and share information and experience and our regional networks are a popular way of making those connections and helping us work together and pool knowledge and insights. You will find below an update on recent and forthcoming network meetings that are relevant to the HR/L&D/OD community.

To find out more about any of our regional networks or participate, just contact Sam or Lisa.

Learning and Organisational Development Network

E-learning was the topic requested by the members of the L&OD Network for the October meeting. We discussed the opportunities arising from e-learning systems and received a presentation from Skillgate, as well as the valuable sharing of knowledge and information. The LGA has relaunched its Culture and OD Exchange (CODE) which is a national OD practitioners' network. We had an overview of the network and its ambitions, which include a new website, workshops and sector specific research. EMC will ensure close alignment with the national

network to share information and benefits. For further information and/or to sign up, use the following link:

[LGA Code](#).

Councillor Development Network – 22nd November 2pm via MSTeams

Hot on the heels of our September network where we discussed all things “induction”, our final network of the year will include an opportunity to discuss current councillor development priorities and shape the agenda for 2023! We are also pleased to be joined by LGA colleagues to discuss practical support to help councils assist disabled councillors and candidates to ensure accessibility and inclusion.

Equality Diversity & Inclusion (EDI) Network

The network met this month and discussed the LGA's equality framework. Feedback from the Special Interest Groups identified that additional EMC support will help to get these fully established. Future network meetings will be arranged to enable smaller groups to connect and share information. The network's next meeting is 7th December.

EDI Action Learning Sets

A feature of the EDI network is to include opportunities for personal development and to help with unblocking EDI challenges/problems. To support this, we are running two Action Learning Sets for network members. The action learning sets are free for EMC member organisations and will run as a virtual session for up to 6 participants in each set. Participants can book a place on a set on either of the following dates:-

- 16 November 2022, 13:30 – 16:30
- 29 November 2022, 13:00 – 16:00

To book a place an action learning set place, contact Lisa at lisa.butterfill@emcouncils.gov.uk

Contact Details

Contact the team for further information on any of our work:-

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In Deep with Darren

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

National Developments

National Pay & Conditions

Update on National Pay Negotiations

Local government services ('Green Book')

UNISON (65% to 35%) and GMB (67% to 33%) have accepted the final offer. Unite has rejected (78% to 22%). We must now await the full Trade Union Side meeting taking place tomorrow (1st November), at which they will discuss the results of their respective consultations and decide whether to formally accept the employers' offer.

Councils should not implement the employers' pay offer until the NJC pay circular, which constitutes a formal collective agreement, has been issued. The concern around payroll cut-off dates as Christmas approaches is fully recognised and so we will endeavour to distribute the circular as soon as possible following the joint union meeting.

Craftworkers ('Red Book')

Unite and GMB have rejected ("by a large majority") the final offer. We await formal written confirmation and details of the unions' next steps.

Chief Officers

We await the results of GMB's and UNISON's member consultations on the employers' final offer.

Chief Executives

ALACE described the employers' final offer as "exceptionally disappointing" and has submitted a revised pay claim that seeks, "...a *minimum percentage increase pitched at 3.5% or 4.0%...in order to retain at least some comparability with other groups in the public sector*". A copy of the claim can be found [here](#). The National Employers responded to ALACE's revised claim by reaffirming the final offer they made on 25th July 2022. A copy of the letter can be found [here](#).

National Pay Offers Made for Soulbury and Youth & Community Workers

Earlier this month we circulated details of the formal offers that have made nationally to both the Soulbury Officers' Side and the Youth and Community Staff Side. Both offers are:

- An increase of £1,925 on all pay points with effect from 1 September 2022.
- An increase of 4.04% on all allowances with effect from 1 September 2022.

The Unions are consulting on these offers we will keep you informed of any further developments. You can access copies of the offers [here](#).

Integrated Workforce Thinking Guide

The LGA, NHS Employers and Skills for Care and been working in partnership on workforce issues relating to Integrated Care Systems (ICS). This has resulted in an **Integrated Workforce Thinking Guide** which was launched last week, which is aimed at ICS workforce leads including HR Directors and Directors of Adult Social Services.

The Guide includes tips and insights to help system leaders to consider what is needed to plan for and achieve a successfully integrated workforce. A copy can be accessed here: [Integrated Workforce Thinking Guide](#)

T Levels news and updates – October 2022

This edition contains news and updates including information about T Levels Week, our T Level toolkit and upcoming events.

Click [here](#) to view the T Level bulletin.

