

AGENDA ITEM NO 7(b)

DERBYSHIRE COUNTY COUNCIL

CABINET MEETING

23 December 2014

**Report of the Strategic Director of Corporate Resources
and the Director of HR**

**REVIEW OF DERBYSHIRE PACKAGE TERMS AND CONDITIONS OF
EMPLOYEES
(Council Services)**

1. Purpose of the Report

To agree changes to the Derbyshire Package terms and conditions of service introduced following a joint review and collective agreement reached with the recognised trade unions.

2. Information and Analysis

Whilst the largest work groups affected by the Derbyshire Package terms and conditions are those covered by the NJC for Local Government Services the Derbyshire Package has also been adopted for a range of other staff groups including those falling under Soulbury, Youth and Community and Further Education JNC pay provisions.

As a consequence of the implementation of Single Status in schools from 1 March 2014, Derbyshire Package arrangements also apply to Schools Support staff and the adjustments set out in this report will also need to be incorporated in these provisions subject to the agreement of the Schools JCC.

Following extensive consultations with the recognised trade unions on a range of terms and conditions contained within the Derbyshire Package collective agreement has been reached on the following adjustments:

i) Medical Absences

Agreement to paid absence based on contract hours to attend hospital appointments that cannot be arranged in the employees own time. Approval of paid absence based on contract hours for health screening, immunisation and donor activities up to a maximum of 5 days in any leave year.

ii) Phased Return to Work

Agreement that any contract hours not worked by an individual engaged in a phased return to work arrangement following absence are treated as continual sickness unless annual leave is specifically requested by the employee and this is not contrary to any medical documentation / advice provided.

iii) Leave for Foster Carers

Agreement of up to 5 days leave with pay and 5 days leave without pay (pro-rata for part-time staff) in any rolling 12 month period, specifically for foster carers of Derbyshire children to engage in fostering support activities such as training, introductory meetings, promotional events etc etc.

iv) Leave for School Governors

Reduction of the existing leave provisions applied for School Governor duties to a maximum of 7 days with and 7 days without pay per annum, with the exception of the Chair of Governors who will retain the existing 18 full or 36 half day arrangements.

v) Standby Duty

Improvement of the existing standby provisions as set out below:

- The 8 statutory bank holidays be treated similarly to weekends for purposes of the 2 payments claimable in respect of any 24 hour period covered on that day;
- Payment at the appropriate rate for the day of all contract hours not worked as a consequence of compensatory rest resulting from standby duty.

In agreeing these changes the trade unions have indicated their intention to raise a range of terms and conditions of service issues associated with the Derbyshire Package through the CJC collective bargaining framework over the coming year.

As a joint collective agreement has been reached on these adjustments to the Derbyshire Package with all recognised trade unions, it is intended that implementation will be undertaken through publication of the changes in a payslip enclosure and briefing notes for managers.

Some of the changes will require SAP reconfiguration and the scale of changes necessary are currently under consideration.

3. Financial Considerations

The costs of the review are difficult to estimate and are split into two types. There are additional costs to the organisation which are anticipated to amount to around £100,000 per annum and will have to be met from within departmental budgets. The larger cost will be opportunity in nature, i.e. that whilst there is no actual cost increase there will be less time available to provide services to residents and as such an element of productivity is lost. The extent of this productivity loss is particularly difficult to estimate, but is thought to be at least £300,000 with a worst case scenario in excess of £1m per annum.

4. Human Resources Considerations

The changes proposed are not anticipated to have a disproportionate impact on any particular employees or groups that meet the protected characteristic definition. It is proposed that an equalities assessment analysis will be undertaken on the first anniversary of the new arrangements.

5. Other Considerations

In preparing this report the relevance of the following factors has been considered:- equality and diversity, legal, health, environmental, transport, property and the prevention of crime and disorder considerations.

6. Key Decision

No.

7. Is it necessary to waive the call-in period?

No

8. Background Papers

Contained in the offices of the HR Development Division

9. OFFICER'S RECOMMENDATIONS

That Cabinet approves:-

- i) changes to the Derbyshire Package as detailed in the report;

- ii) that the changes be incorporated in the Derbyshire Package applied to schools support staff subject to the agreement of the Schools JCC.

**JUDITH GREENHALGH
STRATEGIC DIRECTOR OF
CORPORATE RESOURCES**

**TONI COMPAI
DIRECTOR OF HR**