

## COUNCIL

10<sup>TH</sup> MARCH 2014

### CABINET PORTFOLIO SUMMARY REPORT

REPORT OF	COUNCILLOR ADRIAN JONES
CABINET PORTFOLIO FOR	CENTRAL AND SUPPORT SERVICES
CO-ORINDATING CHIEF OFFICER	JOE BLOTT

#### Executive Summary

##### 1. HR/OD Update

**Organisational Change:** As a result of the budget decisions the following changes have been delivered.

During 2013:

34 employees have left through compulsory redundancy.

The Council was able to redeploy a further 39 employees

From 1 January 2014 - 31 March 2014

77 employees have left on voluntary severance

There are a potential further redundancies of 22 employees, nine of whom have opted so far for redeployment.

**HR Self Serve** – we have continued to roll out self serve and will cease issuing payslips in March 2014 and to introducing timesheets for Council employees. Elected member self serve will be introduced in the new municipal year

The benefits of self serve are streamlined quicker more robust processes, less bureaucracy, more efficiency that enables us to make savings. This is part of being a more efficient modern organisation and employer.

**Weekly Pay** –From April 2014, the Council will no longer operate weekly pay. We have consulted with the Trade Unions and all employees affected have been informed in writing.

**Living Wage** – The 2013 living wage and necessary changes to the grading structure has been implemented with effect from November 2013.

**Policy Work** - work has been undertaken on key disciplinary, grievance, capability, dignity at work and redundancy redeployment policies as well as range of other HR policies.

##### **Pay Policy statement 2014**

Complying with the requirements of the Localism Act 2011 the Council will publish the third annual Pay Policy Statement to be agreed at Council 10 arch 2014.

### **Pensions Changes**

The Local Government pension's scheme is changing from 1 April 2014. Well publicised changes include the move from a final salary pensions scheme to Career average scheme for service 1 April 2014 onwards. The pension contribution rates are also changing and our Payroll services are ready to deliver this.

### **OD Update**

The Chief Executive has as part of the Improvement plan began the cascade through senior managers of the Culture and Values for the organisation. This is important that staff work together as part of one organisation.

## **2. INFORMATION GOVERNANCE**

The Council's Information Governance Board, which leads and co-ordinates the Council's improvements on information governance, has commenced steps to review and update its information handling processes to (i) achieve level two compliance with the Department of Health Information Governance Toolkit for each of the 40 Local Authority requirements on the 2013/14 Information Governance Toolkit; and (ii) establish robust processes and procedures to help ensure the Council meets all its obligations when processing information. This work will also involve reviewing the information governance arrangements for Members and ensuring Members understand and appreciate their respective obligations when dealing with personal, sensitive and confidential information.

## **3. WIRRAL EMERGENCY VOLUNTEER SCHEME (WEVs)**

Held inaugural induction session on 30th January 2014. Over 100 volunteers attended – funded by specific grant. Duties they will be asked to perform include befriending and flood warden duties.

## **4. UPDATE FORM THE SEVERE WEATHER EVENT IN DECEMBER 2013 AND JANUARY 2014**

The majority of the damage to Wirral infrastructure occurred in the December weather event and Cabinet authorised a release of £250,000 from Council reserves. Damage occurred along most of Wirral's coastline. A repair programme to those damaged assets has begun. Central Government has announced various funding schemes for premises and businesses affected by the flooding. 2 confirmed businesses are eligible – the Championship Mini Golf in New Brighton and the Sailing School at New Brighton. The Council has been working with the Environment Agency reviewing these flooding and weather events.