Departmental Whitley Council

Summary of meeting held on 03 October 2017

Pay

Management and the Trade Union Side met formally on 1st Sep 17 to discuss the findings and proposals from the pay review work carried out by QGC, external experts on employee pay and recognition. Management will now work with the TUS to review and update the pay policy.

Policies

The Equality and Diversity policy has been updated, reviewed, and approved by Exec Team and Policy Review Group. A new policy dealing with Unreasonable Enquirers has also been approved and published. The Corporate Performance Team are conducting a full review of all policies. Any relevant amendments will be brought to the attention of the Policy Review Group.

Departmental Issues

Management and the Trade Union Side have held a number of meetings to discuss the implementation of the Commercial Strategy. The TU side expressed concern at the uncertainty for the commercial reprographic team.

Performance Management

Management and the Trade Union Side will meet on 09 Oct 17 to discuss Performance Management

Equality and Diversity

Management are considering options for Equality and Diversity training to be delivered to frontline, customer facing staff

Developing our Future Workforce

Management provided an update of the DoFW programme, including the number of new posts approved and recruited, team moves and the culture workstream. The DoFW programme will be subject to Internal Audit in January 2018.

The Union side expressed concern that Management had withdrawn from the IIP accreditation process with insufficient consultation, and that they had proposed the removal of the Band D-E career progression scheme from CEE.