

EXECUTIVE BOARD MEMBER DECISION MEETING DEPUTY LEADER

30TH OCTOBER 2017

Executive Board Member:	Portfolio:
Councillor Mair Stephens, Deputy Leader	People Management

GUIDANCE NOTE FOR STANDBY

Purpose:

To provide clarity on the Authority's Standby arrangements.

Recommendations / key decisions required:

To endorse the Guidance note on Standby.

Reasons:

To respond to the consultation feedback on the revised rate of Standby from the Trade Unions.

Directorate Name of Head of Service: Paul Thomas Report Author: Paul Thomas	Designation: Assistant Chief Executive Officer (People Management)	Tel No. 01267 246123 E Mail Address: PRThomas@Car marthenshire.co.uk
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Declaration of Personal Interest (if any):

None

Dispensation Granted to Make Decision (if any):

N/A

DECISION MADE:

Signed:

DATE: _____

EXECUTIVE BOARD MEMBER

The following section will be completed by the Democratic Services Officer in attendance at the meeting

Recommendation of Officer adopted	YES / NO
Recommendation of the Officer was adopted subject to the amendment(s) and reason(s) specified:	
Reason(s) why the Officer's recommendation was not adopted:	

EXECUTIVE SUMMARY

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Background

The Authority has been in consultation with the Trade Unions over the last 12 months in relation to both the application and rate of Standby. This consultation has been informed by the work of the TIC team, and also by a comparative exercise undertaken on an all-Wales basis in relation to the actual sessional rate applied to Standby, which indicated that Carmarthenshire was actually the highest payer in relation to Standby. A final proposal has recently been presented to the Trade Unions and discussion took place at the Corporate Employee Relations Forum held on 19th October 2017. The Trade Unions responded by stating that they could not proceed to ballot their members without there being clear guidance from the Authority on what is expected of those employees who undertake Standby.

As a result of this request, the enclosed guidance note has been developed which will now be issued to our Trade Union colleagues. This guidance has been developed from the existing guidance that currently sits on the Authority's Intranet Site, and has been applicable since the implementation of Single Status in 2012.

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Paul Thomas

Assistant Chief Executive (People Management)

Policy and Crime & Disorder	Legal	Finance	ICT	Risk Management Issues	Organisational Development	Physical Assets
YES	YES	YES	NONE	NONE	YES	NONE

1. Policy, Crime & Disorder and Equalities

In accordance with the Authority's agreed terms and Conditions.

2. Legal

As above.

Finance

The reduction in the Standby rate to £40 per session will contribute to the target of £400k already agreed by the Authority.

Staffing Implications

In the event of a collective agreement, a revised rate of Standby will be effective from the 1st December 2017. Should this not be agreed, the Authority will implement the NJC rate of £27.90 per session.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: : Paul Thomas Assistant Chief Executive (People Management)

1. Scrutiny Committee

N/A

2. Local Member(s)

N/A

3. Community / Town Council

N/A

4. Relevant Partners

N/A

5. Staff Side Representatives and other Organisations

This proposal has been formally consulted upon for the last 12 months with the recognised trade Unions through the Corporate Employee Relations Forum

**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

THERE ARE NONE