

WORKFORCE PANEL

Held on Tuesday 24 September 2019

Meeting started at 11:15 am

Meeting ended at 12:20 pm

PRESENT: Councillor Paula Boshell, Deputy City Mayor in the chair

Councillors Derek Antrobus, Gina Reynolds and David Lancaster

OFFICERS: Jim Taylor Chief Executive
Sam Betts Assistant Director HR & OD
Kathy Kennedy Project Manager
David Smith Internal Audit
Mike Relph Democratic Services

1. APOLOGIES FOR ABSENCE

Apologies for absence were submitted on behalf of the City Mayor and Councillors Ferguson, Hinds, Kelly and Merry.

2. DECLARATIONS OF INTEREST

There were no declarations of interest.

3. MINUTES OF PROCEEDINGS

The minutes of the meeting held on 27th August 2019 were approved as a correct record.

4. [MY] WORK - ENABLING OUR PEOPLE TO BE SMARTER IN HOW THEY WORK

The Strategic Director - Service Reform submitted a report providing an overview of [My]Work, an initiative aimed at delivering a fundamentally different approach to how, when and where people within Salford City Council, worked. It aimed to support employees to balance their responsibilities in and out of work and, at the same time, increase performance and productivity in delivering services to the residents of Salford.

A general discussion with regard to the initiative and its aims took place, in which the following specific issues were raised:-

- The future of a traditional “9 to 5” working day. It was indicated the emphasis was less about working hours and more about a move away from a physical presence in Salford Civic Centre, or other council locations, wherever possible, subject to the particular demands and expectations of the individual services concerned being met.
- The need for the provision of appropriate and up to date IT equipment to enable the realisation of the aims of [My]Work.
- Ensuring the outward facing image of the Council was maintained.
- The ongoing assessment of staff car parking requirements at Salford Civic Centre and other Council locations.

- The monitoring of absenteeism and the positive impact it was anticipated [My]Work work would have on the already reducing rates now being recorded in this regard.
- Salford City Council's duty of care and other statutory responsibilities, in ensuring the health and safety of its employees who were undertaking their duties from home, or other non traditional "work/office" environments.

RESOLVED: (1) THAT the report be noted

(2) THAT support be given to [My]Work as Salford City Council's approach to smart working, together with its implementation and roll out across all directorates and for all employees.

5. WHISTLEBLOWING POLICY 2019

The Monitoring Officer and Head of Audit submitted a joint report indicating Salford City Council's Whistleblowing Policy was reviewed regularly, to ensure it remained consistent with good practice, emergent legal requirements, and effectively supported the Council's counter fraud strategy. With these principles in mind, the Policy had been revised to make it more user friendly and ensure consistency with the good practice model promoted nationally by Protect, the whistleblowing charity. The principles, meaning and associated processes remained unchanged and the policy was consistent with the latest legal and regulatory requirements.

RESOLVED: THAT the revised Salford City Council Whistleblowing Policy (2019 Update), as now submitted, be approved.