

# **NORTH YORKSHIRE COUNTY COUNCIL**

**21 FEBRUARY 2007**

## **STATEMENT OF THE CORPORATE SERVICES PORTFOLIO HOLDER (Corporate Affairs, Performance Management, Procurement, Asset Management and Finance)**

### **COUNTY COUNCILLOR CARL LES**

#### **NYNet**

The County Council is seeing an exciting development coming to fruition to revolutionise IT connectivity across North Yorkshire.

“The aim of NYnet is to create a world class, high speed communications infrastructure across North Yorkshire that will enable the county to be at the forefront of this next wave of technological advancement, thus transforming the economy of the county and making it a better place to live and work.”

More than £16m including grant funding from Yorkshire Forward and the ERDF will be invested in the infrastructure with the technology partner over the next decade to support NYnet in delivering:

- competitive wholesale bandwidth to other ISPs removing barriers for business growth
- high performance broadband for public sector bodies
- more advanced services to citizens.

The County Council has agreed to support the project through provision of a loan and working capital up to £7m.

#### **Job Evaluation / Pay and Reward Changes**

The changes to the pay and reward arrangements are nearing completion subject to receiving the outcome of the Unison ballot. The more significant elements are as follow:

- \* The removal of the existing car allowance schemes and replacement with a 43.1 per mile flat rate for the first 8,500 miles and 25p thereafter and the offer of a vehicle for designated front line posts within Adult services which meet certain criteria.
- \* New pay arrangements to recognise performance including managers being able to make additional payments to staff who excel in their roles and to reward front line staff who “go the extra mile” for clients/customers and the withholding of increments for staff who are not performing satisfactorily. Satisfactory performance means having an acceptable appraisal, an acceptable attendance record, and not being subject to any conduct or capability concerns/processes.
- \* The availability of recruitment and retention payments for hard to fill posts in specific circumstances.

- \* Additional annual leave where staff have worked for the County Council for a number of years along with other new recognition arrangements for long service.

The new pay structure was determined by Management Board in January and has 21 standard pay bands using the same pay spine and increments. The outcome is cost neutral apart from the time limited cost of pay protection for the 1200 staff who suffer a detriment.

All staff receive their letters detailing the outcome for them, their job evaluation score and outline and an explanatory booklet covering all the pay and reward changes on 26<sup>th</sup> to 28<sup>th</sup> February. Where possible these letters were hand delivered by managers at work places but for practical reasons some will be posted to home addresses.

There is a variety of support available for staff who suffer a detriment including counselling both personal and financial, learning and development opportunities and prior consideration of posts at their previous salary level. There is a helpline for staff from 26<sup>th</sup> February and a request for review process which begins with individual explanatory sessions so staff can better understand the job evaluation process and their score.

Undoubtedly some staff will be disappointed and upset. This has been a thorough process conducted in full partnership with unison and has directly involved staff wherever possible. The County Council like all local authorities is required to fully implement job evaluation by 1<sup>st</sup> April in order to comply with the national agreement and equalities legislation.

## **NY Times**

Revised distribution arrangements for the NY Times have led to a significant improvement – which we will continue to monitor closely. The last issue arrived at well over 90% of addresses within the county. Feedback continues to be positive and the recruitment hotline had its busiest month yet.

## **Apprentices**

The final group of apprentices for 06/07 are in the process of being appointed and will arrive in March. This will take a total of new apprentice to 70. Consideration is now being given to the continuation of this scheme for 07/08.

## **Member Development – Individual Learning Plans**

Judy Oakes, Leadership & Management Development Advisor has worked with Calderdale District Council member development officer to produce a self assessment framework, individual learning plan (ILP) template and personal development portfolio for members. Invitations are being issued to all members on a rolling programme to book a one to one session with Judy Oakes to complete an individual assessment and create their own individual learning plan. When all the individual learning plans are created, any common training needs that emerge will be dealt with through procurement of specific training activities.

## **North Yorkshire Improvement Partnership - Member Development Strand**

A detailed project plan and associated timescales is now in place for the member development strand. Funding for attendance at Leadership Academy has been distributed to all partner Authorities, including the County Council. A member focus group and a sub regional member development officer group has been established through the partnership and from initial conversations within these groups priorities for member training have been identified and a sub regional member development programme is in initial draft stage. Generic role profile has been agreed and distributed to partners for their use and adaptation, alongside the generic portfolio & self assessment tool that was initially developed by North Yorkshire County Council. The member strand is now looking to develop open access arrangements to share existing and future member development initiatives electronically between all the partner authorities.

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